

**Resolution 2004-2. Proposing an amendment to the Trustee Policies and Regulations Governing Academic Tenure to eliminate the requirement that tenured assistant and associate professors be reviewed for promotion not less frequently than every third year.**

The Faculty Council resolves:

The Chancellor is requested to recommend to the Board of Trustees an amendment to Section 2.b.2. and 2.b.3. of the *Trustee Policies and Regulations Governing Academic Tenure* as follows:

**“2. Associate Professor.** A promotion at any time to the rank of associate professor confers permanent tenure from the effective date of the promotion.

Initial appointment to the rank of associate professor is ordinarily for a probationary term of five years. With the written approval of the immediate supervisor of the department chairman obtained in advance of the initiation of formal appointment procedures, an initial appointment to the rank of associate professor with permanent tenure may be initiated and made effective upon subsequent approval of the appointment by the regularly prescribed procedures for initiation, review and final approval.

No less than 12 months before the end of a five year probationary term appointment as associate professor, a decision shall be made and communicated in writing to the associate professor as to whether he or she will be reappointed upon expiration of the current term. This decision shall be made and communicated as provided in Section 2.c. hereof. No decision need then be made as to the rank to be had upon reappointment. If a decision is made to reappoint and no promotion has been made prior to expiration of the five year term, the associate professor is thereupon reappointed at the rank of associate professor, with permanent tenure.

~~In any case where an associate professor has served five years in that rank and acquires (or continues to have) permanent tenure at that rank, a review shall thereafter be made not less frequently than every third year to determine his or her qualification for promotion. The review shall be made by the chairman of the department\* concerned, in consultation with the assembled full professors of the department. ["Department" is used herein as a generic term for departments, professional schools, and any other academic units to which faculty appointments are made; "chairman," as a generic term for department chairmen, deans of professional schools, and any other heads of academic units to which faculty appointments are made.] A report of negative decisions, with supporting reasons, shall be put forward for information through the administrative channels prescribed for the review of recommendations for initial appointment of an associate professor to a five year term.~~

**3. Assistant Professor.** Initial appointment to the rank of assistant professor is for a probationary term of four years. [See Section 7.a.] No less than 12 months before the end of this term a decision shall be made and communicated in writing to the assistant

professor as to whether he or she will be reappointed upon expiration of the current term. The decision shall be made and communicated in the manner provided in Section 2.c. hereof. No decision need then be made as to the rank to be had upon reappointment. If a decision to reappoint is made and no promotion is then made prior to the expiration of the current term, the assistant professor is thereupon reappointed for a second probationary term of three years at the rank of assistant professor.

No less than 12 months before the end of such a second term, a decision shall be made and communicated in writing to the assistant professor as to whether he or she will be reappointed upon expiration of the current term. The decision shall be made and communicated as provided in Section 2.c. hereof. If the decision is to reappoint, the notice thereof shall also inform the faculty member whether reappointment will be at the same rank or with promotion to the rank of associate professor; and a faculty member given notice that reappointment will be at the same rank shall be then informed by his or her chairman whether he or she will be reconsidered for promotion prior to the effective date of the reappointment. If a decision to reappoint is made and no promotion is then made prior to the expiration of the current term, the assistant professor is thereupon reappointed at the rank of assistant professor with permanent tenure. Reappointment at the rank of assistant professor following expiration of the second probationary term should be made only in clearly exceptional circumstances.

~~In any case where an assistant professor acquires permanent tenure at that rank, a review shall thereafter be made not less frequently than every third year to determine his or her qualifications for promotion. The review shall be made by the department chairman concerned, in consultation with the assembled full professors of the department. A report of negative decisions, with supporting reasons, shall be put forward for information through the administrative channels prescribed for the review of recommendations for initial appointment of assistant professors.”~~

I certify that the foregoing is a true copy of a Resolution adopted by the Faculty Council on January 16, 2004.

Joseph S. Ferrell  
Secretary of the Faculty