Tenure Policies from Peer Institutions
June 2015

Introduction
This document contains information regarding tenure protections from 16 peer universities. For each institution, we have included the URL to its general statement on tenure and excerpts of relevant language. We have also included an appendix with a link and the full text of each tenure policy.

The universities included in this document are:

- Michigan State University
- University of Michigan
- University of Minnesota
- Purdue University
- University of Maryland
- University of Iowa
- Northwestern University
- The Ohio State University
- University of California – Berkeley
- University of California – Los Angeles
- University of Chicago
- University of Illinois at Urbana - Champaign
- University of Texas – Austin
- University of Indiana
- University of Washington
- Rutgers University

Michigan State University

MSU Faculty Handbook:
http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/

Excerpts:

Academic Freedom and Responsibility
(http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/facultyrights.htm)

Michigan State University endorses academic freedom and responsibility as essential to attainment of the University’s goal of the unfettered search for knowledge and its free exposition. Academic freedom and responsibility are fundamental characteristics of the University environment and are always closely interwoven and at times indistinguishable. Academic freedom and responsibility are the twin guardians of the integrity and quality of universities. The University looks to its faculty members to exercise their rights responsibly and to meet their obligations fully as professionals.
Faculty acceptance of their responsibilities to students, colleagues, the scholarly community, and the public explains in great part why society historically has accepted the concept of academic freedom and has afforded its protection through the institution of academic tenure.

For faculty members, the principal elements of academic freedom include:

1. The right, as teachers, to discuss in the classroom any material which has a significant relationship to the subject matter as defined in the approved course description;
2. The right to determine course content, grading, and classroom procedures in the courses they teach;
3. The right to conduct research and to engage in creative endeavors;
4. The right to publish or present research findings and creative works;
5. The right to engage in public service activities; and
6. The right to seek changes in institutional policy through established University procedures and by lawful and peaceful means.

Academic freedom carries with it responsibilities. For faculty members, the principal elements include:

1. The responsibility to carry out assigned teaching, research, and public service duties in a professional manner and in keeping with University policy;
2. The responsibility, as teachers, to refrain from introducing matters which are not consistent with their teaching duties and professional competence and which have no significant bearing on the subject matter of the course as approved under University procedures;
3. The responsibility to pursue excellence and intellectual honesty in teaching, research, and other creative endeavors and in public service activities; and in publishing or presenting research findings and creative works;
4. The responsibility to encourage students and colleagues to engage in free discussion and inquiry; and to evaluate student and colleague performance on a scholarly basis;
5. The responsibility to work in a collegial manner with appropriate individuals and bodies to encourage the free search for knowledge; its free exposition, and the University's continuing quest for excellence; and
6. The responsibility to differentiate carefully their official activities as faculty members from their personal activities as citizens and, when the situation warrants, to make it clear that, when speaking as private citizens, they do not speak for the University.

The above list provides a summary outline of the principal elements of academic freedom and responsibility. More detailed and explicit definitional statements applicable to specific faculty rights and responsibilities are set forth below under the following headings: Academic Tenure, Academic Governance, Teaching, Research and Creative Activity, Public Service, Relations with Colleagues, Relation to the University and the Community, and Resolution of Conflicts.
Academic Tenure

The faculty have a right to expect that the University's tenure system is characterized by high integrity and a responsibility to participate in the operation of the tenure system seriously and in good faith. All decisions involving tenure system recommendations shall be made in conformity to the University-approved policies and procedures that govern the tenure system.

Operating Principles of the Tenure System - Faculty Handbook:
http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/TenurePrinc.htm

8. “Tenure at Michigan State University resides in the University and tenured faculty have "tenure in the university." (See "Principles of Faculty Reassignment")."

Principals of Faculty Reassignment:
http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/facultyreassign.htm

The intention of this document is to provide procedural guidance to the Provost if it becomes necessary to consider the dissolution or curtailment of a department, college or other academic unit in which tenured faculty members are primarily assigned. It is taken as a given that tenure at Michigan State University resides in the University and tenured faculty have "tenure in the university."

Policy and Procedure for Rescission - Faculty Handbook

http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/rescission.htm

The University may rescind a tenure system faculty member's appointment for any material misrepresentation made in the course of seeking a University appointment. In such cases, the faculty member shall be advised, in writing, of the grounds for rescission and shall be provided an opportunity to confer with the Provost in advance of any rescission action. If the Provost decides to recommend rescission of the faculty member's appointment, the faculty member shall be so notified in writing. The faculty member may grieve the decision by filing a grievance with the Faculty Grievance Official within thirty calendar days of receipt of the Provost's written notification.
http://www.provost.umich.edu/faculty/handbook/6/6.A.html

Excerpt on Principles of Tenure:

The University of Michigan believes that tenure is an essential part of the guarantee of academic freedom that is necessary for University-based intellectual life to flourish. The grant of indeterminate tenure to faculty members represents an enormous investment of University—and societal—resources, and those who receive this investment do so only after rigorous review which establishes that their scholarship, research, teaching, and service meet the highest standards and are congruent with the needs of the University.

Tenure is awarded only to faculty with appointments in the instructional track. Faculty on the clinical and research tracks are not eligible for tenure. Faculty members must hold their tenured positions in full recognition of the responsibilities they owe the University, as well as the responsibilities the University owes them.

Excerpt from same page on the Protection of Tenure

The University safeguards academic freedom through its policy that no person who has been awarded tenure by the Regents or who has been employed by the University for a total of ten years at the rank of a full-time instructor or higher may, thereafter, be dismissed, demoted or recommended for terminal appointment without adequate cause and an opportunity for a review in accordance with bylaw 5.09, except pursuant to the Program Discontinuance Guidelines. See section 5.1 “Status of Academic Appointments When Academic Programs are Discontinued,” and SPG 601.02.

Excerpt on Tenure in the Case of Discontinued Programs (linked above)

In the unlikely event of the discontinuance of an academic program, every effort will be made to assist in relocation and retraining of affected faculty. The recommended procedures are set forth below (bylaws 5.09 and 5.10; SPG 201.88 and 601.02).

5.1.1 Instructional Faculty

- Existing procedures for notice of non-reappointment for non-tenured instructional faculty should be followed when a program is scheduled for termination. The procedures are the same as those followed in the case of non-reappointment for any other reason.
- The maintenance of tenured faculty and of essential instructional and supporting services remains the highest priority of the University. If, however, at some future time, it should become necessary to release tenured faculty members within a program to be discontinued, every effort will be made to
place tenured instructional faculty members in other suitable positions. This could include retraining if a reasonable period of retraining of the affected faculty member would qualify him or her for another position within the University. In cases where it is not possible to continue the appointment of a tenured faculty member, the procedures of bylaw 5.09 are available and severance pay will be provided if required under bylaw 5.10.

**5.I.2 Other Faculty**

Existing procedures for reduction in the work force will be followed for non-instructional faculty who are affected by the decision to close a program. See section 5.I. "Reduction in Force/Termination."

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**University of Minnesota**

Academic Affairs - Promotion & Tenure

http://academic.umn.edu/provost/faculty/tenure/index.html

Tenure is the keystone for academic freedom and excellence, awarded for academic and professional merit. The Regents Policy on *Faculty Tenure* (tenure regulations) is the comprehensive institutional code that articulates the formal relationship between the University and its faculty. The tenure regulations were adopted by the Board of Regents in 1945 and continues to uphold "the conviction that a well-defined statement of rules is essential to the protection of academic freedom and to the promotion of excellence at the University of Minnesota. A well-designed promotion and tenure system ensures that considerations of academic quality will be the basis for academic personnel decisions, and thus provides the foundation for academic excellence." (Preamble, Regents Policy on *Faculty Tenure*)

And the more full text from Faculty Tenure at U of MN (attached)

**FACULTY TENURE**

**Section 1. Academic Freedom.**

**1.1 Principles.** Every member of the faculty is entitled to due process and academic freedom as established by academic tradition and the constitutions and laws of the United States and the state of Minnesota and as amplified by resolutions of the Board of Regents. The Board of Regents hereby reaffirms its commitment to academic freedom and tenure as reflected in its resolution of January 28, 1938, and in the statement of December 14, 1963, which are set forth in the appendix to these regulations. The policies of the Board of Regents regarding academic freedom are currently stated in the board’s statement of September 8, 1995, which provides:

The Regents of the University of Minnesota
reaffirm the principles of academic freedom and responsibility. These are rooted in the belief that the mind is ennobled by the pursuit of understanding and the search for truth and the state well served when instruction is available to all at an institution dedicated to the advancement of learning. These principles are also refreshed by the recollection that there is commune vinculum omnibus artibus -- a common bond through all the arts.

Academic freedom is the freedom to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research and creative expression and to speak or write as a public citizen without institutional discipline or restraint. Academic responsibility implies the faithful performance of academic duties and obligations, the recognition of the demands of the scholarly enterprise and the candor to make it clear that the individual is not speaking for the institution in matters of public interest.

And further in this document, a section on Fiscal Emergency

**Section 11. Fiscal Emergency.**

11.1 **Faculty Rights.** The Board of Regents, if faced with the necessity of drastic reduction in the University budget, has the power to suspend or abolish positions, or even entire departments, divisions, or other administrative units. If confronted with such adverse contingency, the board will consult with and secure the advice of faculty representatives, as provided in this section. Faculty members have the right to full access to information about the situation and the alternatives being considered. In effecting retrenchment because of financial necessity, the regents will make reductions in faculty positions only to the extent that, in their judgment, is necessary after exploring various alternative methods of achieving savings. The regents fully intend that the tenure system as a whole and the tenure rights of each individual faculty member be protected in every feasible manner during periods of such retrenchment.

11.2 **General Principles Of Priority.** The following general principles of priority apply in any financial crisis.

* (a) first, the University must fully utilize all means consistent with its continued existence as an institution of high academic quality to reduce expenses or to increase income which do not involve the termination of faculty
positions or the impairment of faculty rights.

(b) second, the University may consider alternatives which involve only the temporary reduction or postponement of faculty compensation or the reduction of fringe benefits.

(c) only thereafter may the University suspend or terminate faculty positions in accordance with the section.

11.3 First Stage: Alternative Approaches. If there has been a serious reduction in the University's income, the president will report the matter to the Senate Consultative Committee. The president will identify the magnitude of the shortfall, the measures which might be taken to alleviate it (which must not involve impairment of faculty rights), and alternative measures which have been rejected. The president will give the committee full access to all available information and will respond specifically to additional proposals suggested by the committee. At this stage, the University will consider reductions in other expenses. It will also consider increases in tuition, sales of assets, and borrowing. These steps will be implemented by the president or the Board of Regents as is appropriate.

11.4 Second Stage: Reduction Or Postponement Of Compensation. If the University has implemented all of the measures which are required to be considered in the first stage, which are consistent with its continued operation as an institution of high academic quality, and they are inadequate to meet the shortfall, the president may, after consultation with the Faculty Consultative Committee, propose the temporary reduction or postponement of faculty compensation for a predetermined period not to exceed one year, according to a mathematic formula or similar device. The Faculty Consultative Committee will report on the adequacy of the steps taken in the first stage and make its recommendations on the proposal. If the Faculty Senate approves the proposed action (or any modification of it) by an absolute majority of its membership or by a two-thirds vote of the members present and voting (a quorum being present), the Board of Regents may take that action (or any less stringent action) and, to that extent, modify the terms of the appointments of all faculty members. The Board of Regents may rescind the action at any time thereafter. Such action may be repeated by the same procedures.

Third Stage: Fiscal Emergency. If there has been a reduction of the University's income which is so drastic as to threaten its survival, and this threat cannot be alleviated by the measures specified above, the Board of Regents may declare a fiscal emergency. During such an emergency, the Board of Regents may terminate or suspend faculty appointments as
provided in this section.

Purdue University

Main page on tenure:

http://www.purdue.edu/provost/faculty/promotion.html

Memo on rights / responsibilities under tenure (dated 1977):


General Statement:

Principles

A. A faculty member shall have full freedom as a researcher, scholar, or artist. He/she shall be assured freedom to communicate his/her work, to advocate solutions to human problems, and to criticize existing institutions. This freedom is subject only to adequate performance of his/her academic duties and to obligations he/she may have voluntarily assumed in accepting such support for his/her research. It should be recognized that research activities are also subject to University policies on patents, copyrights, and inventions set forth in Executive Memorandum No. B-10 or succeeding memoranda and, where applicable, to duly established regulations designed to protect the rights and welfare of human subjects.

B. A faculty member shall have freedom in the classroom in discussing his/her subject, but he/she should avoid infringing upon his/her students' right to learn by introducing irrelevant subject matter.

C. A faculty member is a member of society; when he or she speaks or writes in that capacity, freedom from University censorship or discipline shall prevail. The special position in the community enjoyed by a faculty member, however, imposes special obligations. As a scholar and a member of the University faculty, it should be remembered that the public may judge one's profession and the University by public utterances. A faculty member should make every effort to indicate that he/she is not a spokesperson for the University. A faculty member who assumes a governmental or political position or responsibility with the full consent and knowledge of the University shall be protected in his/her tenure rights in the event of controversy arising from the performance of his/her duties.

D. By accepting appointment to the faculty, the faculty member assumes the responsibilities of teaching, administration, or research as assigned by the proper University authorities. It is expected that these duties will be carried out in accordance with th
Statement on dismissal for financial reasons:

Tenure at Purdue University is a matter of policy and not a legal obligation binding on the University. Tenure policies are subject to change by the Board of Trustees, and it follows that all appointments to the faculty are subject to such changes. It is the policy of the University to renew appointments of faculty members who have attained tenured status, subject always to the availability of funds, the continuance of activities in the area of employment, and the absence of circumstances which would otherwise entitle the University to terminate the appointment for cause. Tenure is effective only at the particular campus of the University where it was acquired.

University of Maryland

II.1.00 UNIVERSITY SYSTEM POLICY ON APPOINTMENT, RANK, AND TENURE OF FACULTY
http://www.president.umd.edu/policies/docs/II-100.pdf

(The relevant information begins on page 6 of this PDF and continues to page 7. The most relevant information is pasted below.)

7. (a) The chief executive officer of the institution may terminate the appointment of a tenured or tenure-track appointee for moral turpitude, professional or scholarly misconduct, incompetence, or willful neglect of duty, provided that the charges be stated in writing, that the appointee be furnished a copy thereof, and that the appointee be given an opportunity prior to such termination to request a hearing by an impartial hearing officer appointed by the chief executive officer or a faculty board of review as provided for by the relevant institutional policy body.

9. The institution may terminate any appointment because of the discontinuance of the department, program, school or unit in which the appointment was made; or because of the lack of appropriations or other funds with which to support the appointment. Such decisions must be made in accordance with standards and procedures set forth in written institutional policies. The chief executive officer of the institution shall give a full-time appointee holding tenure notice of such termination at least one year before the date on which the appointment is terminated.

The complete Consolidated USM and UMD Policies and Procedures is at http://www.president.umd.edu/policies/

University of Iowa

Operations Manual. Section III. Human Resources. Chapter 10: Faculty
10.1 Tenure and Non-Tenure Appointments
http://www.uiowa.edu/~our/opmanual/iii/10.htm#101

Excerpt

c. Termination of tenured faculty.

(1) General rule. Because of the centrality of tenure to the University’s mission, the appointment of a tenured member of the faculty may be terminated only for good cause and in accordance with the principles of academic freedom stated in the Statement on Tenure and Academic Vitality at The University of Iowa (paragraph a above), which commits the University to the principle that "free inquiry and expression are essential to the maintenance of excellence; tenure is essential to free inquiry and expression." The procedures governing any termination must conform in all respects to the principles of due process. Thus, unless alternative procedures are specified in this manual, any termination proceedings shall be conducted under III-29 Faculty Dispute Procedures.

(2) The appointment of a tenured faculty member may be terminated for:

(a) Violations of University policies, including but without limitation: (I) Sexual Harassment and Consensual Relationships (II-4 and II-5.9b(9)(c)); (ii) Violence (II-10); (iii) Anti-Retaliation (II-11.4f); (iv) Drug Free Environment (II-12.3b(1)); (v) Ethics in Research (II-27.6b(22)(a)); (vi) Professional Ethics and Academic Responsibility (III-29.7i(2)(e)); or (vii) Regents Rules (II-29.14b(6)).

(b) Demonstrated unacceptable performance of duty pursuant to III-29.8.

(c) Financial exigency that is demonstrable and bona fide, defined as a financial crisis which exists or is imminent and which, if not corrected, threatens the survival of the University as a whole, but only if the crisis cannot be corrected by less drastic means than termination of tenured faculty.

(d) Programmatic change or discontinuance for academic reasons (when approved by the President of the University and the Board of Regents) which cannot reasonably be accomplished without terminating the tenure of faculty in the particular program. No faculty member may be terminated because of programmatic change or discontinuance unless, following the good faith efforts of the University and the faculty member, the faculty member cannot be transferred to
another college or department where the professional services of the faculty member can be used effectively.

The complete Operations Manual is at http://www.uiowa.edu/~our/opmanual/index.html

Northwestern University

Overview on tenure policies:


General statement:

The award of tenure is, of course, an immensely important decision -- both for the faculty member in question and for the long-term academic quality of the University. The Provost has the responsibility to review recommendations from the schools for promotion and/or tenure from a University-wide (rather than school-specific) perspective.

In considering the award of tenure, Northwestern seeks to apply the highest standards with respect to professional achievement in the areas of scholarship/creative work and teaching. Each case is evaluated on its own merits. Northwestern aims at the superlative in both teaching and research; and, when making a recommendation for tenure, a department and school must feel able to affirm that the candidate in question constitutes as good a permanent appointment in his or her area as we are capable of making, now or in the foreseeable future, given both the candidate's accomplishments to date and reasonable expectations as to future accomplishments.

In evaluating the scholarly or creative work, attention should be paid to the quantity, but above all, the quality, importance, and creativity of such work; it is important to consider not merely what has been accomplished but also the promise for future achievement. A positive recommendation to confer tenure should offer strong evidence supporting claims about the high quality of a candidate's work, the distinctiveness of his or her voice, and the degree of influence on the field.

The quality of a candidate's teaching and future potential as a teacher are also major factors affecting the decision to grant tenure to a faculty member. Information regarding a candidate's teaching must be included in any such recommendation. As with scholarly or creative work, the nature of the teaching enterprise may differ among the schools. Nonetheless, given the University's dual commitment to excellence in teaching as well as research, it is important that the quality of teaching be fully considered in these decisions.
In considering promotion to the rank of professor, departments and schools will pay particular attention to the candidate’s accomplishments since the award of tenure. Promotion to this rank is appropriate when the faculty member has achieved a high level of distinction in his or her field and has attained a level of excellence as a teacher. Time served in the rank of associate professor is not sufficient cause for promotion. Rather, the standard should be fulfillment to a large degree of the promise forecast at the earlier time of awarding tenure.

**The Ohio State University**

Tenure Track Faculty (definition):
http://medicine.osu.edu/faculty/tracks/pages/tenure.aspx

Chapter 3335-6 Rules Of the University Faculty Concerning Faculty Appointments, Reappointments, Promotion and Tenure:

Policies and Procedures Handbook: 3.4 Academic Rights & Freedoms
http://oaa.osu.edu/rightsandresponsibilities.html

Academic freedom and intellectual diversity have been hallmarks of the ethic of The Ohio State University since it opened its doors in 1873. The Office of Academic Affairs leads the institutional effort to inform faculty and students about relevant policies and procedures and to promote frank, open, and respectful discussion about the issues of freedom of thought and expression.

Our university’s commitment to these ideals is underscored by its support of the statement on academic freedom and intellectual diversity on American campuses promulgated by the American Council on Education (ACE). ACE is the major coordinating body for the nation’s higher education institutions.

The ACE statement, released in 2005, includes the following principles:

- Academic freedom and intellectual pluralism are core principles of America’s higher education system.
- Government’s recognition and respect for independence of colleges and universities is essential for academic excellence.
- Colleges and universities should welcome diverse beliefs and the free exchange of ideas.
- Grades and other academic decisions should be based solely on considerations that are intellectually relevant to the subject matter.
• Neither students nor faculty should be disadvantaged or evaluated on the basis of their political opinions.
• Any member of the campus community who believes he or she has been treated unfairly on academic matters must have access to a clear institutional process to address grievances.

Ohio State's formal endorsement of these principles in 2006 publicly acknowledged our unwavering commitment to academic freedom, respect for multiple points of view, and the civil and open discussion of these views.

The university provides clear mechanisms for addressing the concerns of those who believe they have experienced treatment that is inconsistent with that commitment.

• Faculty who have concerns about possible infringements upon academic freedom or responsibility may address these concerns to the University Senate Committee on Academic Freedom and Responsibility.

University of California – Berkeley

Committee on Privilege and Tenure:
http://academic-senate.berkeley.edu/committees/pt/committee-privilege-tenure

The Committee on Privilege and Tenure has jurisdiction over three categories of cases:

• grievance cases, in which a member of the Senate claims injury through the violation of his/her rights and privileges;
• disciplinary cases, in which a member of the Senate is accused of having violated the Faculty Code of Conduct; and
• early termination cases, in which a Senate or non-Senate faculty member challenges where there is good cause for his/her early termination.

In cases of personnel review involving tenure, promotion, or reappointment, such grievances may be based only on allegations: (a) that the procedures were not in consonance with the applicable rules and requirements of the University or any of its Divisions, and/or (b) that the challenged decision was reached on the basis of
impermissible criteria, including --but not limited to-- race, sex, or political conviction. The committee is empowered to determine the validity of the grievances under (a) or (b) but is not empowered to re-evaluate the academic qualifications or professional competence of the grievant.

Senate members are asked to consult the Faculty Ombudsman and Panel of Counselors before forwarding a case to the Committee on Privilege & Tenure.

Each committee member has agreed to abide by the Committee’s recusal policy.

Faculty Code of Conduct and Disciplinary Procedures for the Berkeley Campus: http://apo.berkeley.edu/faculty_misconduct_015.pdf


All appointments to the positions of Professor and Associate Professor and to positions of equivalent rank are continuous in tenure until terminated by retirement, demotion, or dismissal. The termination of a continuous tenure appointment or the termination of the appointment of any other member of the faculty before the expiration of the appointee's contract shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate, except as otherwise provided in a Memorandum of Understanding for faculty who are not members of the Academic Senate.

To Read the Full Policy, Go To http://regents.universityofcalifornia.edu/bylaws/so1039.html
(Same as UCLA Standing Order 103 noted above)

University of California – Los Angeles

Committee on Privilege and Tenure: http://www.senate.ucla.edu/committees/pt/

UC Board of Regents:
http://regents.universityofcalifornia.edu/governance/standing-orders/so1039.html

Standing Order 103. Special Provisions Concerning Officers, Faculty Members, and Employees of the University

103.9: Tenure

All appointments to the positions of Professor and Associate Professor and to positions of equivalent rank are continuous in tenure until terminated by retirement, demotion, or dismissal. The termination of a continuous tenure appointment or the
termination of the appointment of any other member of the faculty before the expiration of the appointee's contract shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate, except as otherwise provided in a Memorandum of Understanding for faculty who are not members of the Academic Senate.

An Assistant Professor who has completed eight years of service in that title, or in that title in combination with other titles as established by the President, shall not be continued after the eighth year unless promoted to Associate Professor or Professor. By exception, the President may approve appointment of an Assistant Professor beyond the eighth year for no more than two years.

Includes amendments through May 15, 1987

University of Chicago

Handbook for Faculty and Other Academic Appointees

Statute 11: Faculty and Other Academic Appointees.
https://trustees.uchicago.edu/sites/trustees.uchicago.edu/files/uploads/UniversityOfChicagoGoverningDocuments.pdf#page=21

11. 4: Provisions for removal or termination.

(The relevant information is in 11.4.1. This is located in the middle of page 28 using the search feature, which is noted on the bottom of the page as page 11. It is also pasted below.)

11.4.1 All appointees under statute 11 are subject to removal for inadequate performance of duty or for misconduct.

The complete Handbook for Faculty and Other Academic Appointees is at http://facultyhandbook.uchicago.edu/

University of Illinois at Urbana - Champaign

Policy and Procedure
http://policy.illinoisstate.edu/employee/3-2-6.shtml
3.2.6 Tenure

Policy

Tenure is an important means of protecting the rights of members of the faculty to freedom of inquiry, research, discourse, teaching, learning, publications and to speak or write on matters of public concern as well as on matters related to professional duties, the functioning of the University, and university positions and policies subject to academic standards and the University Code of Ethics.

Tenure entails the faculty member’s obligation to strive continuously to improve competence and to cooperate with colleagues in an effort to improve the quality of scholarship and teaching at the institution. The freedom and security provided through academic tenure are fundamental to the success of a university in fulfilling its obligations.

General Provision

Tenure appointments shall be for an indefinite term and may be terminated only by (1) retirement, (2) acceptance of resignation, (3) demonstrable financial exigencies, (4) discharge for cause as outlined in ASPT policy XL.B.1 (lack of fitness, failure to perform assigned duties, and/or malfeasance), or (5) the reduction or elimination of a department or similar academic unit. Only faculty that hold full-time tenure-track appointments at the rank of professor, associate professor, or assistant professor shall be eligible for tenure appointments.

Locus of Tenure

Tenure is granted by the University under the authority granted to the President by the Board of Trustees. Tenure appointments shall be held only in academic departments or similar academic units. All changes in the locus of tenure require specific approval of the President.
University of Texas – Austin


Sec. 2 Importance of Tenure.

The Board of Regents recognizes the time-honored practice of tenure for university faculty as an important protection of free inquiry, open intellectual and scientific debate, and unfettered criticism of the accepted body of knowledge. Academic institutions have a special need for practices that protect freedom of expression, since the core of the academic enterprise involves a continual reexamination of ideas. Academic disciplines thrive and grow through critical analysis of conventions and theories. Throughout history, the process of exploring and expanding the frontiers of learning has necessarily challenged the established order. That is why tenure is so valuable, not merely for the protection of individual faculty members but also as an assurance to society that the pursuit of truth and knowledge commands our first priority. Without freedom to question, there can be no freedom to learn.

Handbook of Operating Procedures, Faculty Grievance Procedures: http://www.policies.utexas.edu/policies/faculty-grievance-procedure

1.C. The administration has the right to discipline members of the faculty. It also has the right to terminate faculty members for good cause. University of Texas System Board of Regents’ Rule 31008 “Termination of a Faculty Member”, shall govern termination of a tenured faculty member and a non-tenured faculty member who is terminated before the expiration of his or her appointment. (Faculty members with zero percent (0%) time positions are appointed only during and until the end of any semester in which they are teaching.) Additional procedures for handling these actions are set out in the paragraphs below. These procedures do not apply to matters handled under HOP 3-3030, "Sex Discrimination and Sexual Harassment" in the University's Handbook of Operating Procedures. The faculty member retains the right to follow the procedures below to appeal any discipline imposed under the "Sex Discrimination and Sexual Harassment" policy.

http://www.policies.utexas.edu/policies/academic-titles-and-tenure

Regulations concerning academic tenure are provided in the Rules and Regulations of the Board of Regents, Rule 31001. Particular attention should be given to the mandatory notification requirement detailed in the regulations.

Rule 31001 regarding Faculty Appts & Titles: http://www.utsystem.edu/board-of-regents/rules/31001-faculty-appointments-and-titles

University of Indiana

Principle Statement / Overview:

https://www.indiana.edu/~vpfaa/academicguide/index.php/E_Tenure/Reappointment/Promotion/Salary

Intro paragraphs to Statement of Principles

The recruitment, advancement, and retention of an eminent and engaged faculty are among the most important obligations of an institution of higher learning. Accordingly, a primary mission of Indiana University Bloomington is to continually employ, cultivate, and reward faculty for superior accomplishments in various fields and realms of intellectual, artistic, and performative endeavor. To realize these goals, the University is committed to providing high-achieving faculty members and librarians with the incentive structures and career-advancement opportunities necessary to encourage continuous academic excellence. The principles and policies detailed in this document are intended to achieve these ends for the faculty, students, and other constituencies of Indiana University Bloomington, while concurrently securing the operation and interests of the University as an institution wholly invested in the propagation of a reputedly credentialed, dynamically productive, and professionally responsible faculty.

Similar to other mutual relationships, the conferral of tenure creates reciprocal rights and obligations on the part of both the University and individual faculty members and librarians. Successful candidates for promotion and tenure are granted the protections of academic freedom and job security. In return, the University requires that tenured personnel remain engaged in enterprises such as meaningful research and creative activity; quality instruction and pedagogical innovation; and noteworthy service to the institution and the larger profession over the entire arc of their academic careers. It is acknowledged that achievements in one of the three performance areas may temporarily eclipse advancement in the others during different phases of the professional life of a faculty member or librarian. However, it is understood that tenure and promotion are predicated on the expectation that a faculty member or librarian consistently satisfies or exceeds standard criteria in all three applicable performance areas at any given time.
Rutgers University

Academic Tenure – Rutgers University Policy Library
http://policies.rutgers.edu/sites/policies/files/60.5.13%20-%20current_1.pdf

60.5.13 ACADEMIC TENURE

(Portions of this section may be relevant, as highlighted below.)

(This is the third sentence of section I. A. It is the first full sentence on page 2 of the document) Academic tenure means that the appointee shall hold office indefinitely at the pleasure of the Board of Governors.

(Possibly relevant information, also on page 2. This is section I.E.) At a faculty member’s option, service towards tenure of up to three years may be granted for service in “Grant Funded” positions at the instructor level or higher within the University.
1. Faculty serving on a project supported by a contract or research grant, or a similar temporary assignment shall be appointed only for the duration of the contract or grant and without reference to academic tenure.
2. Faculty employed on a self-supporting account shall be appointed only for so long as there are funds available to support the salary.

(Also on page 2. This is section I.G.) Tenure shall expire at the retirement, resignation, or dismissal of a faculty member.

(I did not find specific reasons for dismissal or loss of tenure in the Policy Library or elsewhere on Rutgers’ website.)

The complete Rutgers University Policy Library is available at:
http://policies.rutgers.edu/view-policies/table-contents
Section 60.5 relates to Faculty:
http://policies.rutgers.edu/view-policies/human-resources-hr-%E2%80%93-section-60#5
University of Washington

Main page on tenure policy

General Statement:

Tenure is the right of a faculty member to hold his or her position without discriminatory reduction of salary, and not to suffer loss of such position, or discriminatory reduction of salary, except for the reasons and in the manner provided in the Faculty Code.

This page also provides language on elimination of faculty for the purposes of program elimination:

Section 25-52 Removal of Faculty for Reasons of Program Elimination

A. The removal of tenured faculty, or the removal of non-tenured faculty prior to the end of a specified term of appointment, may be effected upon program elimination within the University. Such removals shall be termed "Removal for Reasons of Program Elimination."

B. Removal for reasons of program elimination may be effected only in conformance with procedures set forth in Chapter 26, Section 26-41, Procedures for Reorganization, Consolidation, and Elimination of Programs, and the provisions of this section.

C. Notification

1. Each faculty member proposed by the dean for removal for reasons of program elimination shall be so notified in writing by the dean pursuant to Chapter 26, Section 26-41, Subsection B.2.h.

2. When the President's decision to eliminate a program becomes final pursuant to Chapter 26, Section 26-41, Subsection B.6, and the subsequent decision is made as to which faculty members notified under this subsection are to be removed, each faculty member to be removed for reason of program elimination shall be notified in
writing by the dean and the effective date of such removal shall be stated. The dean shall deliver a copy of this notification contemporaneously to the chair of the Adjudication Panel (Chapter 28.) No faculty member shall be removed for reason of program elimination prior to the end of the academic year following the one in which a final decision is transmitted to the faculty member.

D. Appeal

Each faculty member notified of removal for reason of program elimination may engage in the administrative and conciliatory proceedings of Chapter 27. He or she may deliver an appeal to the chair of the Adjudication Panel and to the Secretary of the Faculty as provided in Chapter 28, in which case a Hearing Committee shall determine whether the faculty member was properly identified as a member of the program eliminated; whether the procedures in this section were followed; whether the decision to remove the faculty member was reasonable; and, if the faculty member so alleges, whether he or she was unlawfully discriminated against because of race, religion, color, sex, national origin, age, handicap, sexual orientation, or status as a disabled or Vietnam era veteran.

E. Placement in Another Unit

The University shall make every reasonable effort to place faculty members notified of removal for reason of program elimination in other University employment for which they are qualified with comparable terms of employment. Priority in such employment shall be given to the faculty member in accordance with University and state employment procedures. In addition to the required notification period, special assignments with pay may be provided to enable the faculty member to prepare for changed employment responsibilities.

F. Reinstatement

In the event that the academic program which has been eliminated is reinstated within a period of five years, new positions shall not be filled through normal appointment search procedures until removed faculty members qualified for the position have been offered reappointment on terms at least comparable to terms which applied to the position previously held. Such removed faculty members shall be given 30 calendar days to accept or decline an offer of reinstatement.
University of Washington Regents Policy on Tenure
http://www.washington.edu/admin/rules/policies/BRG/RP2.html

The University of Washington Regents accept in principle the concept that tenure for members of the faculty is essential for effective teaching and sustained productivity in scholarship. They furthermore accept in principle the concept that the privilege of a faculty member to hold his or her position without discriminatory reduction in salary, and not to be removed therefrom, should not be abrogated except for cause and through orderly administrative processes, maintaining and retaining, however, the responsibilities and obligations of the Board of Regents as defined in the laws of the state of Washington.

BR, October 1954; May 1956.