

BOARD OF REGENTS  
BRIEFING PAPER  
Handbook Revision, Expedited Tenure Decisions

BACKGROUND & POLICY CONTEXT OF ISSUE:

Under current Board policy, a President of an institution may grant tenure upon hire to an academic faculty member who at the time of hire holds tenure at another institution. Board of Regents approval is required. The President must seek appropriate faculty input and annually report to the Board those individuals who have been granted tenure under that provision. Under current policy, that is the only condition in which a President may award tenure without Board approval.

At the request of the Board of Regents, staff prepared this amended proposal for consideration that would allow for a similar process for tenure on hire for "super star" faculty who do not have tenure at another institution but who have an extraordinary record of achievement similar to that defined above for faculty with tenure at other institutions. This proposal respects the principles established in the award of tenure and the important role of faculty in the award of tenure. Annual reports to the Board with the list of the accomplishments that justify tenure on hire would be required just as annual reports are required for tenure on hire under current policy.

SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Amend Title 2, Chapter 3, Sections 3.3 and 3.4.1 (universities); Title 2, Chapter 4, Sections 4.3.1 and 4.4.1 (community colleges); and Title 4, Chapter 7, Sections 7.3.1 and 7.4.1 (state college), to authorize tenure on hire for faculty with extraordinary records of achievement but who have not been granted tenure at another institution after consultation with faculty. (See the attached Policy Proposals.)

IMPETUS (WHY NOW?):

This is brought forward at the request of the Board and after discussion at the end of September 2011 Board meetings.

BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

As now proposed, the policy extends the President's ability to award tenure on hire to faculty members hired from another higher education institution who have already gained the award of tenure at that institution to include such tenure on hire for a faculty member with an extraordinary record of

ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

Maintain the current policy whereby tenure upon hire when a faculty member has tenure at another institution may be awarded without Board approval and continue allowing Board consideration of approval for tenure upon hire when a faculty member does not have tenure at another institution but has an exemplary record of achievement.

COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title # \_\_\_\_\_ Chapter # \_\_\_\_\_ Section # \_\_\_\_\_
- X Amends Current Board Policy: Title 2, Chapter 3, Sections 3.3.1 and 3.4.1 (universities); Title 2, Chapter 4, Sections 4.3.1 and 4.4.1 (community colleges); and Title 4, Chapter 7, Sections 7.3.1 and 7.4.1 (state college)
- Amends Current Procedures & Guidelines Manual: Chapter # \_\_\_\_\_ Section # \_\_\_\_\_
- Other: \_\_\_\_\_
- X Fiscal Impact: Yes \_\_\_\_\_ No X  
Explain: \_\_\_\_\_



POLICY PROPOSAL  
TITLE 2 , CHAPTER 3, SECTION 3.4.1  
Appointment with Tenure for University Faculty

Additions appear in boldface italics deletions are ~~stricken~~ and bracketed]

Section 3.4 Appointment with Tenure

3.4.1 Recommendations and Appointment At the expiration of a probationary period or at any time during a probationary period, academic faculty eligible for appointment with tenure may be

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# POLICY PROPOSAL

POLICY PROPOSAL  
TITLE 2 , CHAPTER 4, SECTION 4.4.1  
Appointment with Tenure for Community College Faculty

Additions appear in boldface italics, deletions are ~~stricken~~ and bracketed]

Section 4.4 Appointment with Tenure

- 4.4.1 Recommendations and Appointment At the expiration of a probationary period or at any time during a probationary period, academic faculty eligible for appointment with tenure may be recommended to the president for such appointment through regular personnel procedures. Recommendations for such appointment shall be made by the president to the Board of Regents. [The] Except as otherwise provided for tenure upon hire in Section 4.3, the Board has final authority in making an appointment with tenure and such appointment shall not be granted to any member of the academic faculty without an affirmative majority vote of the Board of Regents at a meeting of the Board, a quorum being present.

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# POLICY PROPOSAL

