

SUMMARY OF REVISIONS TO BOARD TENURE POLICY
PROPOSED FOR CONSIDERATION AT MARCH 2018 MEETING OF
UT BOARD OF TRUSTEES

MOVING DECISIONS TO LOWER ADMINISTRATIVE LEVELS

1.	Authority to Grant Tenure – Delegates authority to the President <u>except</u> : <ul style="list-style-type: none"> • Board retains authority to grant tenure (1) to University Officers whose appointment must be approved by Board; (2) any faculty member seeking tenure upon initial appointment; and (3) any faculty member recommended for tenure prior to the 6th year of his or her probationary period (early consideration).
2.	Tenure Termination – Chief academic officer rather than Chancellor initiates termination proceedings; related changes to tenure termination procedures
3.	Tenure Termination – If the faculty member elects a pre-termination proceeding before an internal tribunal, the final decision is made by the Chancellor and is not appealable to the President.

TIME TO TENURE

4.	Standardizes a 6-year probationary period. <ul style="list-style-type: none"> • Faculty member is considered for tenure in the 6th year and provided a terminal 7th year if not tenured; early application is allowed subject to campus-specific policies and procedures (which the Board must approve) and subject to Board approval of the tenure recommendation.
5.	Tenure Upon Initial Appointment – (formerly Appendix D) <ul style="list-style-type: none"> • Moved from appendix to body of policy • Clarifies the exceptional circumstances warranting tenure upon initial appointment and requires documentation of compliance with all standard procedures for tenure review and recommendation.

TENURE REVIEW PROCESS

6.	Requires departmental criteria for tenure <u>unless</u> the dean and chief academic officer approve application of college criteria in lieu of departmental criteria.
7.	Requires enhanced mid-cycle review of tenure-track faculty in the 3 rd or 4 th year of the probationary period.
8.	Requires departmental procedures governing tenure review, including required external review for all tenure candidates, required peer review of teaching, and required contents of the tenure application

	<ul style="list-style-type: none"> • Departmental procedures are not required if the dean and chief academic officer approve application of college procedures in lieu of departmental procedures.
9.	Requires at least 2 levels of independent peer prior to a tenure application reaching the chief academic officer (i.e., a departmental review and either a college-wide committee review or other independent review committee).
<u>REVISION TO THE DEFINITION OF ADEQUATE CAUSE</u>	
10.	<p>Provides for termination upon loss of external appointment or substantive alteration or work.</p> <p>Provides for termination of a faculty member who does not hold a full-time appointment with the University if tenure was granted contingent upon employment with an external entity and the faculty member ceases to be employed by that entity.</p>
11.	Expressly includes sexual harassment or other sexual misconduct as grounds justifying the use of expedited procedures to terminate a tenured faculty member for Adequate Cause.
<u>POST-TENURE REVIEW</u>	
12.	Reserves to the Board the right to direct the administration to conduct an EPPR of all tenured faculty of a campus, college, school, department, or division at any given time or at periodic intervals, as the Board in its discretion deems warranted. Post-Tenure Performance Reviews should be staggered so that not all tenured faculty at a campus are being reviewed at the same time.
<u>OTHER</u>	
13.	Makes technical corrections, revisions to comply with statutory changes, and revisions to delete provisions that are no longer applicable (e.g., Tennessee Uniform Administrative Procedures Act (TUAPA) corrected to Uniform Administrative Procedures Act (UAPA); 10-day deadlines under UAPA are now 15 days; provisions related to the policy adopted in 1998).
14.	Adds “Modified Duties Assignment” as a reason for suspension of the probationary period.
15.	Makes needed clarifications – e.g., disciplinary sanctions other than termination for adequate cause.