

3.11.4 Probationary Period

3.11.4.1 Length of the Probationary Period

A tenure-track faculty member must serve a probationary period prior to being considered for tenure. Except as otherwise provided in Board policy, the probationary period will be six years. The faculty member will apply for tenure during the sixth year, and if tenure is not granted, the faculty member will be permitted to serve a seventh year as a terminal year. If a faculty member begins employment after July 1 and before January 1, the remaining term of the faculty member's initial appointment will count as the first year of the probationary period, so that what is treated as the first year of a faculty member's probationary period will not be shorter than six months. The provision of a probationary period and any statement in an appointment letter or otherwise regarding the probationary period and the year of mandatory tenure consideration do not guarantee retention of the faculty member for the full probationary period.

3.11.4.1 (1) – Early tenure consideration

A faculty member may request an early consideration for tenure before the sixth year of his or her probationary period but no sooner than the next regular tenure cycle after completion of the first year of the probationary period. The request for early consideration is initiated in the department that will be the locus of tenure, if tenure is granted, after discussion with the department head. If the department head approves, the head will write a memo to the dean, justifying the request and asking for approval. Upon review of the request, the dean will indicate approval or disapproval in a letter to the chief academic officer. For colleges without departments, the request begins with the dean. The chief academic officer will review the request and make the final determination whether early consideration is warranted, based on a review of the applicant's credentials and all applicable criteria. If the chief academic officer denies the request, the faculty member cannot apply for early consideration. The decision of the chief academic officer is final and not appealable to the chancellor.

A faculty member whose application for early consideration is denied will be permitted to reapply one additional time. If the initial application is submitted before the fifth year of the probationary period, the applicant cannot reapply until one full academic year after the unsuccessful attempt. If the initial application is submitted in the fifth year, the reapplication must be submitted at the beginning of the sixth year of the probationary period. New external letters of assessment are required for a reapplication. If tenure is not granted upon reapplication, the faculty member will be permitted to serve one year after the reapplication is denied as a terminal year.

3.11.4.1 (2) – Subsequent appointment (no extension)

In the rare situation in which the appointment of a tenure-track faculty member is interrupted (e.g., due to change of employment status related to visa processing) and the faculty member is re-appointed to a new tenure-track position in the same unit, the subsequent appointment may be made, at the discretion of the chief academic officer, with no loss of credit toward completion of (and no extension of) the full six-year probationary period.

3.11.4.2 Extension of Probationary Period

3.11.4.3 Suspension of Probationary Period

Commented [YLM1]: Added to provide clarity given the new insertion below.

Commented [YLM2]: This section is the new information, which has been revised slightly by OGC to ensure that it is no applied overbroadly.