



411 POLICY - Faculty Tenure

411.1 Statement of Policy

Faculty tenure is a means of recognizing excellence in the professional educator, implying an element of seniority within a department, and implying rights of due process. The process of granting tenure to eligible faculty is one means of strengthening the College as it addresses its mission. The College expects that tenured faculty will perform their instructional duties with a high level of professionalism and commitment. Promotion for faculty members is synonymous with tenure, there being no designation of rank other than that of professor. A \$5,000 base salary adjustment shall be granted with the beginning of the next fiscal year upon award of tenure. For the purpose of assuring the public, the students, and the faculty of the College's maintenance of the highest academic standards, procedures for review and evaluation of officially tenured professional faculty are published in the Procedures section of the Policies and Procedures Manual.

411.2 Eligibility for Tenure

When a person is first offered a faculty contract, the contract will state whether or not the position is tenure-track. All tenure-track faculty, who have a minimum of a master's degree with 18 hours of coursework at the graduate level in the faculty member's discipline and who have completed the three years probationary period and have been recommended for re-employment will be considered for tenure. A faculty member in a non-tenure track position may be considered for tenure, if their position is reclassified by the college administration as a tenure-track position, necessary for fulfillment of the college's mission.

411.3 Granting of Tenure

Tenure can be granted only to Faculty who are teaching full-time in an academic area or to Faculty who are employed full-time and with more than one-half of their work load in an academic area. Faculty considered for tenure must show evidence of commendable instructional performance and service. The Faculty Tenure Committee will review the tenure application materials, and vote to recommend or deny tenure. The Chief Academic Officer will present the Faculty Tenure Committee's decision to the college President, who will then submit that decision to the College Board of Regents. An official vote will take place at the next College Board of Regents meeting.

411.4 The Faculty Tenure Committee

The Faculty Tenure Committee will consist of the Chief Academic Officer and tenured faculty represented between the departments for a total of 3, 5, or 7 (inclusive of the Chief Academic Officer). The tenure committee members shall be established each year as with all standing committees. Tenure committee members will rotate, serving no more than two consecutive years unless the number of tenured faculty is not sufficient. The chairperson will be elected by tenure committee members. Each committee member has one vote and all votes are decided by majority.

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