OTHER POLICIES CONCERNING TENURE

Value of Tenure
Tenure clearly is valued and should be continued as a reward for faculty, as presently provided for in the Regents’ Rules and Regulations.

Tenure and Compensation
Tenure and compensation are separate matters, and the distinction should be continued. Tenure does not guarantee any certain level of compensation.

Performance
Tenure denotes a status of continuing employment as provided by the Regents’ Rules and Regulations. The level of compensation must be earned by performance of assigned duties and may be determined by productivity.

Termination
Termination of tenured faculty, as provided for in the Regents' Rules and Regulations, is clearly described and flexible and any amendments thereto should be considered cautiously. Termination of employment terminates tenure. Faculty members may be re-employed part-time, however, in a non-tenure track position. A change from full-time to part-time, without termination of employment, must be approved by the institution. There will be no continuation of tenure for part-time faculty members.

Tenure Denied
A tenure-track faculty member who is not granted tenure after the probationary period may be appointed in a non-tenure track position, including a faculty position.

Advising Faculty of Tenure Decisions
These guidelines can be found in the Handbook of Operating Procedures (HOP), Section 3.6.5, “Procedures for Advising Faculty of Tenure and Promotion Decisions”.

Chapter 3  Faculty Policies and Procedures
Section 3.7  Policies and Procedures Regarding Tenure
Policy 3.7.3  Other Policies Concerning Tenure
Effective: February 2000
Revised: March 2012
Responsibility: Vice President for Academic, Faculty and Student Affairs
Faculty Appeal of Tenure Decisions

These guidelines can be found in the HOP, Section 3.6.6, “Procedures for Faculty Appeal of Tenure or Promotion Decisions”.

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HEALTH SCIENCE CENTER HANDBOOK OF OPERATING PROCEDURES

<table>
<thead>
<tr>
<th>Chapter 3</th>
<th>Faculty Policies and Procedures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 3.7</td>
<td>Policies and Procedures Regarding Tenure</td>
</tr>
<tr>
<td>Policy 3.7.3</td>
<td>Other Policies Concerning Tenure</td>
</tr>
</tbody>
</table>

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