

**UNIVERSITY OF MIAMI  
FACULTY MANUAL  
2010-2011**

## C7 Tenure

### C7.1 Administrators and Tenure

(a) Tenure at the University of Miami shall be awarded to persons only in their capacities as faculty members in academic departments. In no case is tenure applicable to persons in their administrative capacities.

(b) Academic deans and academic directors are eligible for the award of tenure as faculty members in the academic departments of their specialization, but not in their administrative posts. No other persons engaged in administrative duties are eligible for the award of tenure nor shall the period of time during which such persons are employed in positions with administrative duties be counted toward the completion of the probationary period for tenure, unless each of the following conditions is satisfied:

(1) During the period of employment in question these persons must devote more than fifty percent of their total work time to teaching, research, patient care or other activities of an academically-related nature.

(2) The division of effort of these persons between administrative duties and teaching, research, patient care or other activities of an academically-related nature must be specifically documented each semester and must be certified by the appropriate academic dean, who shall make such documentation part of the faculty personnel records of these persons.

### C7.2 Attainment of Tenure

(a) Tenure shall not be awarded to faculty members serving in any type of RESEARCH, EDUCATOR, LIBRARIAN or ASSOCIATED appointment. Regular appointments not accompanied by an initial award of tenure shall specify the expiration date of the probationary period.

(b) By the end of the academic year in which the probationary period would normally expire, the process of tenure consideration should culminate in either a decision by the Provost not to forward a recommendation for the award of tenure to the Board of Trustees or a tenure decision by the Board of Trustees, which is the final authority for the award of tenure. If the process has not been completed by this date, the faculty member may ask the President, in writing, to direct that the process be completed immediately.

(c) Tenure shall not be awarded at the rank of assistant professor.<sup>1</sup>

---

<sup>1</sup> [2007-22\(B\)](#)

### C7.3 Standards and Procedures for Attaining Tenure

Faculty members shall be advised in writing at the time of initial appointment of the substantive standards and procedures generally employed in decisions affecting reappointment and tenure. Any special standards adopted by a faculty member's department or school under the provisions of Section C13.1(b) shall also be communicated to the faculty member in writing by the chair or the dean. A candidate for tenure shall not be evaluated in comparison to faculty members in other Schools or Colleges, as there are often significant differences in teaching requirements; administrative, service or clinical responsibilities; the circumstances under which research and scholarship are performed; and the length of the probationary period.<sup>2</sup>

### C7.4 Meaning of Tenure

(a) Faculty members having tenure shall have appointments continued from year to year without necessity for annual or other renewal.

(b) Tenure implies that the faculty member shall accede to reasonable requests to redistribute efforts among various duties including teaching, research and, clinical service where appropriate, to accept classes assigned, whether in day or evening hours, and, in an emergency and for the period thereof, to accept such other reasonable assignments as may be deemed necessary by the University.

(c) Tenure does not imply any promise of promotion or any regular increase in salary, but it does assure the faculty member of participation in any general change in the salary scale. It also assures the faculty member of provisions for general working conditions on the same basis as other faculty members in the same academic areas who have similar professional activities and duties.

### C7.5 Termination of Tenure Because of Declared Financial Exigency or Reorganization

(a) If it appears that a tenure appointment may need to be terminated because of financial exigency or because of reorganization brought about by decline in enrollment, lack of funds to support an activity, or change of course offerings, the President shall consult with the Faculty Senate.

(b) The purposes of such consultation shall be to explain the reasons why reduction is necessary, to explore the equities of the situation, including consideration of the best interests of the University and due consideration for the faculty members involved, and to attempt to arrive at an alternative solution. If no alternative is practicable and a position must be discontinued, the position shall not be filled for a period of two years unless the released faculty member has been offered reappointment and has declined.

---

<sup>2</sup> [#2007-32\(B\)](#)

(c) If the appointment of a faculty member with tenure is terminated by the University, one year's notice shall be given except in cases of termination for cause involving serious immediate injury to the University.

#### C7.6 Obligations of Tenure

A faculty member having the rights and privileges of tenure shall in turn have the continuing obligation to maintain and improve professional competence to render efficient service to the University. Faculty members may accept an assignment to administrative duties and position without interrupting or impairing their tenure, but tenure shall apply only to their rank and service on the faculty, an administrative assignment being subject to change at any time by authority of the President.

#### C7.7 Retention of Existing Rights

Nothing stated herein shall be interpreted to affect adversely rights acquired by faculty members under previously existing tenure policies at the University of Miami.

### C8 Academic Freedom

#### Principles

Faculty members shall have full freedom of expression as teachers, researchers, scholars, and/or artists; this includes freedom to present their work, to advocate solutions to human problems, and to criticize existing institutions. This freedom does not abrogate faculty members' responsibility to perform their academic duties or obligations they may have assumed in accepting support for research. Research activities are also subject to University policies such as those on patents, copyrights, and inventions as set forth in the *Faculty Manual*.

Faculty members shall have freedom in the classroom in discussing the subject but should avoid persistently introducing material that has no relation to that subject.

When speaking or writing as members of society, faculty members retain all the rights shared with other members of society and shall be free from University censorship or discipline. It should be remembered that the public may judge a profession and the University by public utterances by faculty members. Faculty members thus should make every effort to indicate whether they are acting as spokespersons for the University or are speaking in a private capacity.<sup>3</sup>

### C9 Scholarly and Professional Qualifications of the Faculty

#### C9.1 Mission of the Faculty

---

<sup>3</sup> [2007-35\(B\)](#)

The basic functions of a university are to preserve, augment, criticize and transmit knowledge and to foster creative capacities. Its chief instrument for performing these functions is the faculty, and its success in doing so depends on the quality of the faculty. The policy of this University is to enlist, develop and retain distinguished faculty members with outstanding qualifications.

## C9.2 Scholarship

Scholarship embraces inquiry, research, and creative professional performance and activity. Scholarship is required for effective teaching and is the obligation of all members of the faculty. Scholarship may be judged by the character of the advanced degree, by contributions to knowledge in the form of publication and instruction, by reputation among other scholars and professionals, and by the performance of students.

The scholarly function of a university requires the appointment of faculty members devoted to inquiry and research. Among the criteria for evaluating research are the publication of books by nationally recognized presses and of articles and reviews of a scholarly nature in books, periodicals, technical reports, and other forms of publication<sup>4</sup> nationally recognized in the profession; the direction of scholarly work by students working on advanced degrees; professional awards and fellowships; membership on boards and commissions devoted to inquiry; and the judgment of professional colleagues.

Scholarship may be demonstrated by significant achievement in an art related to a faculty member's discipline, such as creative works, original designs, or original procedures. National recognition of such activities is demonstrated by: commissions, awards and prizes from nationally recognized bodies; performances with nationally recognized companies; invited presentations, exhibitions, lectures and performances before nationally recognized bodies; invitations to teach master classes or lead intensive workshops at nationally recognized institutions; and reviews of performance and creative works in nationally recognized journals, magazines and newspapers.

Promotion, tenure, and merit salary increases should recognize these scholarly achievements. Whenever possible, chairs shall reduce other duties for faculty engaged in these activities.

## C9.3 Teaching

The educational function of a university requires the appointment of faculty who are effective teachers. The means of evaluating teaching effectiveness are: (1) the informed judgment of colleagues; (2) the performance of students; and (3) qualified student opinion. Promotion, tenure, and merit salary increases should recognize outstanding achievements in teaching.

## C9.4 University Service and Administration

---

<sup>4</sup> [#89013\(B\)](#)

Contributions to committee and administrative activities are recognized as furthering the University's educational function.

#### C9.5 Service in the Libraries

Service responsibilities in the libraries includes; reference and research assistance to the University community; selection, acquisition, and evaluation of library resources; bibliographical control of library materials; instruction in the use of the library and its resources; and management of library services.<sup>5</sup>

#### C9.6 Recognition of Degrees

To ensure that faculty members are appropriately qualified, the University of Miami recognizes degrees from universities that are accredited within the United States by appropriate accrediting associations. Other degrees will be individually evaluated.

#### C9.7 Scholarly and Professional Qualifications for Each Rank of the UNIVERSITY FACULTY

(a) INSTRUCTOR. Appointment to the rank of instructor ordinarily identifies faculty engaged in teaching who have not completed the requirements for a terminal degree in their field or have not completed their professional education and training. Some of these faculty members may provide clinical services. Appointments at this rank other than licensed health practitioners are limited to three years of service. The Executive Vice President and Provost shall make the final determination of what constitutes a "terminal degree" in any field or discipline.<sup>6</sup>

(b) ASSISTANT PROFESSOR. Appointment to the rank of assistant professor requires completion of professional training, in most fields marked by the doctoral degree, and the clear promise of a successful career in teaching and scholarship. Appointment to the UNIVERSITY FACULTY requires a terminal degree. This requirement may be waived by the President upon recommendation of the Executive Vice President and Provost.

(c) ASSOCIATE PROFESSOR. Appointment to the rank of associate professor normally requires a record of substantial success in both teaching and scholarship. In unusual cases an outstanding record in one of these activities and an adequate record in the other may be considered sufficient.

(d) PROFESSOR. Appointment to the rank of professor requires national recognition in the profession.

#### C10 Consultation on Appointment, Reappointment, Promotion, and Award of Tenure

---

<sup>5</sup> [#89013\(B\)](#)

<sup>6</sup> [#99027\(B\)](#)

C10.1 The Faculty Government Charter in Section A14 calls for consultation with the voting faculty of departments on faculty appointments, reappointments, promotions and the award of tenure. These consultations shall be conducted in accordance with this Policy.

C10.2 For purposes of Sections C11-C13 of these Policies, the following definitions shall apply:

(a) The term DEPARTMENT means either a department or a school in the case of an undepartmentalized school.

(b) In an undepartmentalized school the term DEAN encompasses the role of the chair.

(c) The term APPROPRIATE FACULTY means the REGULAR FACULTY of the department in which the appointment is made, except as provided in Section A3 of the Faculty Government Charter.

(d) The VOTING FACULTY for tenure are those tenured faculty equal or superior in rank to the candidate and for promotion those tenured faculty superior in rank to the candidate.

(e) A person under consideration for appointment, reappointment, promotion or tenure is termed a CANDIDATE.

C10.3 Voting Rights

(a) No person may vote at more than one level of review on questions of appointment, reappointment, promotion or tenure.

(b) Faculty members who devote more than fifty percent of their personal effort to administrative duties other than departmental and whose duties may involve the review of candidates shall not participate in the vote of a department with regard to any recommendation for promotion or the award of tenure.

## **C11 Initial Appointment**

C11.1 The entire REGULAR FACULTY of a department are entitled to vote on each new appointment. In periods of recess, in summer sessions, and in departments with thirty-five or more members a committee of at least five members of the voting faculty shall be appointed, at the discretion of the chair and in accordance with department bylaws, to vote on the candidate.

C11.2 The voting faculty shall have an opportunity to review supporting materials of the candidate. In addition, when candidates are brought to campus, the voting faculty shall have a reasonable opportunity to interview and to attend a professional presentation by the candidate.

## **C12 Annual Salary Review<sup>7</sup>**

In accordance with Section A14.5 of the Faculty Government Charter, the chair of each department or the dean of a non-departmentalized school shall review annually each tenured and untenured member of the faculty. Such reviews shall be based upon a systematic evaluation of the past year's work. The chair shall discuss this review with each faculty member. The faculty member may request, and shall then receive, a written summary of this review and any available previous years reviews. In the event of unsatisfactory performance, the chair shall counsel the faculty member with regard to ways of correcting any deficiencies. Each dean shall report annually to the Executive Vice President and Provost when the review of all members of the faculty has been completed consistent with established University procedures. The Annual Review is complete when the dean advises the Executive Vice President and Provost of recommended salary increases.

## **C13 Review of the Faculty for Reappointment, Promotion, and the Award of Tenure<sup>8</sup>**

### **C13.1 Notification of Standards and Procedures**

(a) At the time of initial appointment, each faculty member shall be advised in writing by the Executive Vice President and Provost of the substantive standards outlined in Section C9 of these Policies and of the procedures generally employed in decisions affecting reappointment, promotion, and tenure as outlined in Section C13 of these Policies.

(b) Special additional standards may be adopted in departments by the appropriate voting faculty and with the approval of the school faculty, and in schools by the appropriate voting faculty. Such additional standards shall not conflict with the Faculty Manual. Departments and schools shall consult with the Faculty Senate to determine whether such additional standards conform to the Faculty Manual. Following certification by the Faculty Senate of non-conflict, copies of such special additional standards shall be provided to the dean and the President.

(c) Each faculty member shall be advised in writing by the chair of any additional standards applicable to that faculty member at the time of initial appointment and at the time of their adoption.

### **C13.2 Types of Review**

The REGULAR FACULTY of each school and department undertakes two types of review of the performance of its members: (1) ANNUAL REVIEWS of individuals holding tenure-earning appointments for the purpose of assessment of progress toward tenure and/or promotion; and (2) SPECIAL REVIEWS for the purposes of promotion, tenure, or reappointment of individuals holding tenure-earning appointments. The RESEARCH

---

<sup>7</sup> [#2002-17\(B\)](#)

<sup>8</sup> [#2002-17\(B\)](#)



FACULTY, the EDUCATOR FACULTY, the LIBRARIAN FACULTY and the ASSOCIATED FACULTY of each school are subject to Annual Reviews and Special Reviews for the purposes of reappointment and promotion. Such reviews shall be undertaken by the REGULAR FACULTY, except as provided in Section A3 of the Faculty Government Charter. Such reviews shall be carried out by the processes set forth in C13.<sup>9</sup>

### C13.3 Faculty Files

The file of the candidate shall be the basis for the deliberations at each stage of the reviews. Faculty members shall be responsible for maintaining a current statement of professional activities, arranged according to customary practices and university requirements. This file shall include evidence of: (1) educational attainments; (2) awards and fellowships; (3) funded research projects; (4) publications, papers, performances and other scholarly contributions to the profession; (5) outstanding achievement in teaching; (6) services to the profession in scholarly bodies and in university activities; and (7) public service to the community related to scholarship and the profession. Specific requirements for candidate's files for SPECIAL REVIEWS are described in Section C13.5 (a) of these Policies. Prior to any faculty review or vote, candidates shall have an opportunity to make current their files in the office of the chair, as provided in Section A14.4 of the Faculty Government Charter. The chair shall make available to the voting faculty all relevant materials in the file of each candidate.

### C13.4 Annual Reviews

<sup>10</sup>Beginning with the second probationary year, all individuals holding tenure-earning appointments shall be evaluated annually by the voting faculty for the purpose of assessment of progress toward tenure. Individuals appointed as RESEARCH FACULTY, EDUCATOR FACULTY AND LIBRARIAN FACULTY shall be evaluated by the voting faculty for the purposes of reappointment during each year when their appointments are considered for renewal. After systematic review of each candidate's file and after deliberation, the voting faculty shall determine by anonymous written ballot progress toward tenure for tenure-earning faculty, and whether to recommend the reappointment of each member of the RESEARCH FACULTY, EDUCATOR FACULTY AND LIBRARIAN FACULTY. Absentee ballots shall not be counted unless they have been submitted prior to the balloting. The chair shall prepare a written summary of the discussion, which will be circulated to the voting faculty for their comment. The chair shall transmit to the candidate the faculty views as contained in the summary as well as the chair's own views. Copies of the summary and of a statement of the chair's views shall then be placed in the faculty member's file and given to the faculty member, who may prepare a written response for the file.

### C13.5 Special Reviews<sup>11</sup>

---

<sup>9</sup> [#2007-22\(B\)](#)

<sup>10</sup> [#2004-09\(B\)](#)

<sup>11</sup> See section [C10.2](#)(d) for voting criteria

A Special Review shall be completed (1) during the candidate's third year for a faculty member holding a tenure-earning appointment; (2) when promotion to associate professor or professor is to be considered; (3) in the year prior to the end of the probationary period; and (4) in the next-to-last year prior to reappointment of a member of Faculty holding a multiyear appointment.<sup>12</sup> Each Special Review shall be conducted as described below.

(a) CANDIDATE'S FILE. The file of a candidate for mid-career reappointment, promotion and tenure will ordinarily include the following:

(i) TEACHING EVALUATION. The file of a candidate for reappointment, promotion, and tenure shall contain an assessment of teaching performance. For promotion to associate professor and for tenure, except for initial appointments and cases in which teaching has not been part of the duties of the candidate, the file shall include an assessment of teaching made by the appropriate voting faculty on the basis of observation, and a summary and interpretation of the results of student evaluations. The faculty of each school and college is authorized to develop procedures governing the peer review and classroom visitations by tenured faculty who are evaluating the teaching of non-tenured faculty members.

(ii) EXTERNAL LETTERS. The file of a candidate for tenure or for promotion shall include at least three written evaluations of the scholarly work of the candidate solicited from scholars specializing in the field of work who hold positions of comparable or higher rank to that to which the applicant aspires at major universities or research institutions. These letters are solicited by the chair following consultation with the candidate and the appropriate voting faculty. Candidates shall not be informed of the names of potential external reviewers suggested by the voting faculty but shall be permitted to submit a memorandum for inclusion in the file identifying persons who are thought to be unsuitable external reviewers and the reasons for that judgment; they may not, however, exclude specific external reviewers. If outside letters are solicited from reviewers recommended by the candidate, the nature of any relationship shall be indicated. The chair shall supply the voting faculty and the dean with a list of the external reviewers, indicating how and why each was selected. The content of letters requesting written evaluations shall be prepared with the approval of the appropriate voting faculty and shall be shown to the candidate, with the names of the addressees removed. A copy of each letter used to solicit external reviews shall be included in the candidate's file. Letters of evaluation are confidential, but they may be seen by anyone directly concerned in making the promotion or tenure decision. In the case of LIBRARIAN FACULTY exceptions to the need for written external evaluations of the candidate's scholarly work may be made when such letters would not add materially to the candidate's file.

(iii) CANDIDATE'S STATEMENT. Candidates are encouraged to present a written career assessment providing the rationale for their work and describing the significance of their contribution to knowledge and the profession.<sup>13</sup>

---

<sup>12</sup> [#89013\(B\)](#)

<sup>13</sup> [2007-22\(B\)](#)

(iv) EVALUATION OF SERVICE IN THE LIBRARIES. The file of each candidate in the Libraries for promotion, tenure, or the award of a five-year term appointment shall contain an assessment of service in the Libraries.<sup>14</sup>

(b) REVIEW PROCESS. The review process shall proceed as follows:

(i) REQUEST FOR REVIEW. In accordance with Section A14.3 of the Faculty Government Charter, any faculty member wishing to be considered for promotion must make this request in writing. A written request is not required for the mid-career reappointment or for consideration of tenure during the last year of the probationary period.

(ii) AD HOC REVIEW COMMITTEE. In the case of departments with fewer than five faculty eligible to vote on a candidate, *Ad Hoc* Review Committees shall be established for each candidate in the department. The Committees shall be appointed in the manner provided for in the School's bylaws, but, in all events, shall have five members consisting of (1) such voting faculty in the department as the bylaws provide and (2) up to five faculty from related disciplines preferably from within the School, otherwise from the University whose research and scholarly activities will enable them to assist in evaluating the candidate. The dean shall appoint *Ad Hoc* Review Committees and shall advise the candidates, the Senate and the Executive Vice President and Provost of the appointment of all such Committees. *Ad Hoc* Review Committees shall be chaired, wherever possible, by a member of the department. If it is likely that an *Ad Hoc* Review Committee will be needed when a member of the department becomes a candidate for reappointment, promotion or tenure, the Committee should be established at the time of the candidate's appointment or as far in advance of the evaluation as is practicable. The Ad Hoc Review Committee shall perform the function of the voting faculty as outlined below.

(iii) EVALUATION COMMITTEE. Each School may provide, through a bylaw, for the establishment of an Evaluation Committee in each department of the School with ten or more faculty eligible to vote on candidates for reappointment, promotion or tenure. A School may delegate to each department the decision whether to establish such a Committee. The Committee shall assist the voting faculty of the department in assessing the qualifications of the candidate. The Evaluation Committee shall examine the complete work of the candidate. On the basis of this examination, the Committee shall prepare a detailed written evaluation of the candidate's contribution to knowledge and to the profession. The Committee shall then state whether, in its judgment, reappointment, promotion, or award of tenure is justified. The candidate, the appropriate voting faculty, the chair and the dean shall be entitled to examine the report. If in the judgment of the Committee or the department faculty any of these persons can show good cause why the Committee should reconsider its decision, the Committee shall promptly do so. Prior to any vote by the faculty of the department the candidate shall have the right to submit a written statement in response to the Committee's report and that statement shall be part of the candidate's file available to the voting faculty.

---

<sup>14</sup> [#89013\(B\)](#)

(iv) **FACULTY VOTE.** The appropriate voting faculty<sup>15</sup>, or the Ad Hoc Review Committee when one is required, shall be assembled to consult on the candidate. Notice of the meeting shall be in writing and shall include the names of candidates under consideration. The meeting shall be noticed sufficiently in advance to provide faculty members adequate time to review the candidates' files. After systematic examination of the file, including any Evaluation Committee report, and after deliberation, the voting faculty shall determine by anonymous written<sup>16</sup> ballot for each candidate whether to recommend reappointment, promotion or tenure. The ballots shall be counted by two designated members of the voting faculty and the results of the ballot announced to the electorate. Following this announcement, the chair shall prepare a written summary of the recommendation of the voting faculty which shall be circulated to the voting faculty for concurrence on its accuracy prior to its transmission to the dean. Absentee ballots shall not be counted unless they have been submitted prior to the balloting.

(v) **ROLE OF THE CHAIR.** The chair shall not participate in the ballot of the voting faculty, but shall provide a separate recommendation supported by a written evaluation of each candidate. The chair should make reference to the performance of the candidate in terms of the Annual Reviews and any prior Special Reviews. The chair shall forward with the file of the candidate all materials that were considered in the Special Review, the recommendation of the chair, the approved written summary of the recommendation of the voting faculty, and the numerical tally of the ballot. Subsequent to the meeting of the voting faculty, the voting faculty and each candidate shall be informed promptly by the chair of the relevant recommendations of the voting faculty and of the chair.

(vi) **SCHOOL ADVISORY BOARDS.** In departmentalized schools where deans do not perform the role of chair in the Annual and Special Reviews, the faculty of the school may enact a bylaw establishing a school faculty Advisory Board to assist in the review of all candidates for reappointment, promotion and tenure in the school. The bylaw shall prescribe the number, composition and method of selecting the members of the Board. No non-tenured member may vote on a tenure question. Advisory Boards shall examine all the material forwarded by the department and the chair and shall prepare a written report indicating their recommendation and explaining the reasons. This report shall be included in each candidate's file along with all materials received by the Board and forwarded to the dean. Recommendations of any advisory group not established in accordance with this provision may not be cited or placed in the file of the candidate.

(vii) **ACTIONS BY THE DEAN.** In a departmentalized school, the dean shall, after reviewing the file of each candidate, make a recommendation and prepare a written statement with regard to each candidate. The dean shall forward to the Executive Vice President and Provost the files of all candidates together with the recommendations of the chair, the voting faculty, and the report of any Advisory Board. The dean's written statement and recommendation shall be included in each candidate's file and forwarded to the Executive Vice President and Provost together with all materials considered in the Special Review.

---

<sup>15</sup> See section [C10.2\(d\)](#) for voting criteria

<sup>16</sup> [2009-17\(B\)](#)

(viii) ACTIONS BY THE PROVOST. The Provost, as authorized by the President, makes all decisions regarding reappointments and promotions. After reviewing each candidate's file, the Provost shall notify each candidate of a decision regarding reappointment or promotion. When the decision is against promotion and there is a positive recommendation from the voting faculty, the Provost shall explain the reasons for this decision in writing to the dean. The Provost makes recommendations to the President regarding tenure decisions. When the recommendation is negative, the Provost shall inform the faculty member in writing no later than May 1. The faculty member may, within two calendar weeks<sup>17</sup>, request a review of this recommendation by the Tenure Review Board (B4.12).<sup>18</sup> A faculty member may request such a review, even if that faculty member had requested the review of a prior denial of tenure.

(ix) COUNSELING OF THE CANDIDATE. In the event of a negative decision (except in the case of a denial of tenure at the end of the probationary period), based on the discussions by the voting faculty, the evaluations by external reviewers, and the recommendations by the chair, dean, and Provost, the chair shall counsel the candidate on what might be done to secure promotion.<sup>19</sup>

(x) ACTIONS BY THE PRESIDENT. With regard to tenure decisions, after reviewing each candidate's file, the President makes recommendations to the Board of Trustees. Following a decision by the President not to recommend a candidate for tenure in the final Special Review, the voting faculty of the department, the Dean of the school, the Provost or the Tenure Review Board may recommend to the President that the decision be reconsidered during the notice year. Such a further Special Review may be conducted only when there is a significant indication that the candidate's record will improve during the notice year. Upon the agreement of the President, the Provost shall ask the appropriate Dean, Chair and department faculty to conduct a further Special Review of the candidate in the notice year.<sup>20</sup>

#### **C14 Trustee Authority in Tenure**

Tenure may be earned only by a considered action of the University. The Board of Trustees is the final authority for the award of tenure. The award or denial of tenure shall be directly communicated to the candidate by the Executive Vice President and Provost immediately following the completion of the tenure process. If tenure is denied to a faculty member in the final year of the probationary period, the faculty member shall receive at least twelve (12) months notice prior to the expiration of the appointment.

---

<sup>17</sup> [#2008-19\(B\)](#)

<sup>18</sup> [#2004-15\(B\)](#)

<sup>19</sup> [#2007-22\(B\)](#)

<sup>20</sup> [#91010\(B\)](#)