

## **Some Key Facts about Tenure**

In order for faculty to be eligible for tenure, they must be hired into a tenure-track faculty position. Tenure status for any position will be addressed in the appointment letter upon hiring.

Three faculty ranks exist on the tenure-track; assistant professor, associate professor, and professor. Faculty hired in the associate professor and professor ranks may be hired with or without tenure. Those hired without tenure must apply for tenure when eligible (as stated in the appointment letter) and will only receive tenure if meeting all the criteria as set forth by their college, receiving recommendation by their college tenure review committee, approval by the university administrative review committee, and then granted by the Board of Regents upon recommendation of the president. Typically, a probationary period of six years is granted to obtain tenure. This period may be extended upon request in extenuating circumstances. Promotion is granted only by the system chancellor upon recommendation of the president. Assistant professors do not have tenure, and must apply when eligible. Promotion to the rank of associate professor is normally accompanied with tenure.

The three main areas considered for tenure are scholarship, teaching effectiveness, and service. The college has established minimum requirements for consideration for tenure and promotion in these three areas that are published and reviewed on the COANR webpage. Faculty not meeting these minimum requirements should not be recommended by their department heads to be put forward for tenure consideration, and should be provided at least annual guidance on how to improve in this area.

“Final decisions relative to tenure and promotion shall also include other factors, such as professionalism; collegiality; strong student, peer, and departmental evaluations; and documented evidence of suitability to the unique role of the individual faculty member within the department, college, and university.” (SAP 12.01.01.T1 Procedures for Implementing Tenure, 2019)