UAP Purpose

The purpose of this University Administrative Procedure (UAP) is to establish procedures for implementing tenure at Prairie View A&M University (PVAMU), as required by System Policy 12.02 Institutional Procedures for Implementing Tenure.

Official Procedures and Responsibilities

1. OVERALL TENURE AND PROMOTION POLICIES

1.1 Tenure and promotion policies for institutions in the Texas A&M System are outlined in System Policy 12.01 Academic Freedom, Responsibility and Tenure, System Policy 12.02 Institutional Procedures for Implementing Tenure and System Policy 12.06 Post-Tenure Review of Faculty and Teaching Effectiveness.

1.2 Tenure means the entitlement of a faculty member to continue in the academic position held unless dismissed for good cause.

1.3 Tenure is obtained only by the affirmative action of the Board of Regents.

1.4 Faculty members awarded tenure at other institutions have no claim to tenure at PVAMU.

1.5 Administrative personnel, such as department heads and deans, who hold academic rank in addition to their administrative title retain their tenured status as faculty members, but administrative positions per se are not subject to tenure.

1.6 The PVAMU Tenure and/or Promotion Policy Manual provides guidelines to ensure the successful recruitment, development and evaluation of faculty. It sets minimum levels of achievement necessary for sustained progress in the area of annual performance evaluation, tenure and/or promotion. It also provides definitions, detailed procedures and timelines for tenure and/or promotion.

1.7 In March of each year, as needed, the Provost and Senior Vice President for Academic Affairs (Provost) shall convene a joint meeting of the members of all college tenure and/or promotion committees to review and assess the tenure, promotion and post-tenure review process. See the PVAMU Tenure and/or Promotion Policy Manual, Section 9, for detailed information.
2. ELIGIBILITY FOR TENURE AND/OR PROMOTION

2.1 Tenure consideration is available only for faculty employed in tenure-track faculty positions, i.e., the faculty ranks of assistant professor, associate professor, or (full) professor (including endowed professors).

2.2 Under special circumstances, a senior faculty member holding a tenured academic rank at another accredited academic institution; a senior executive with a major non-academic institution; and/or an individual who previously held an academic administrative position and a tenured faculty position at another institution, may be employed at an advanced academic rank and may be considered for tenure at the time of employment.

2.3 Faculty members who hold joint appointments with other state, federal, or private agencies or with other System members, may or may not be entitled to tenure, depending upon the nature of their duties and the terms of the written agreement of their appointments.

2.4 Eligibility for promotion to the rank of associate professor is detailed in the PVAMU Tenure and/or Promotion Policy Manual, Section 4.

2.5 Eligibility for promotion to the rank of professor is detailed in the PVAMU Tenure and/or Promotion Policy Manual, Section 4.

2.6 Eligibility for the award of tenure is detailed in the PVAMU Tenure and/or Promotion Policy Manual, Section 4.

3. WRITTEN TERMS OF EMPLOYMENT

3.1 All new faculty members shall be provided with an appointment letter stating the Initial terms and conditions of employment. Any subsequent modifications or special understandings concerning the appointment, which may be made on an annual basis, should be stated in writing and a copy given to the faculty member. All faculty members, unless the terms and conditions of their appointment letter state otherwise, are expected to engage in teaching, scholarship, and service.

3.2 Essential job functions for a position may vary depending upon the nature of the department in which the faculty member holds expertise, external funding requirements attached to the position, licensing or accreditation requirements, and other circumstances. It is therefore important that essential job functions for each faculty position be listed in the initial appointment letter. All appointment letters must indicate whether the appointment being offered is with tenure, tenure-accruing, or non-tenure accruing, as specified in System Policy 12.01 Academic Freedom, Responsibility and Tenure; Section 3.

4. TENURE AND/OR PROMOTION CRITERIA

4.1 The criteria that are used for evaluating the eligibility for tenure and/or promotion are the criteria that are used in the annual performance review of faculty. The expectations are also the same.
4.2 The evaluation criteria include: (See the PVAMU Faculty Handbook for the evaluation materials associated with each criterion.)

4.2.1 Instructional Responsibilities; includes but is not limited to the following:
   4.2.1.1 Evaluations of teaching effectiveness;
   4.2.1.2 Teaching innovation and learning assurance;
   4.2.1.3 Teaching load and instructional contributions;
   4.2.1.4 Quality of communication with students;
   4.2.1.5 Academic development; and,
   4.2.1.6 Collaboration, communication, participation, professionalism and collegiality.

4.2.2 Intellectual Contributions; includes but is not limited to the following:
   4.2.2.1 Refereed publications, juried exhibits or performances, funded grant proposals and contracts, patents or commercialization of research, and/or professional consultations or commissions of creative work;
   4.2.2.2 Professional presentations of knowledge or creative expressions;
   4.2.2.3 Honors for research or creative expressions; and,
   4.2.2.4 Collaboration, communication, participation, professionalism and collegiality.

4.2.3 Professional Service; includes but is not limited to the following:
   4.2.3.1 Service to the university;
   4.2.3.2 Service to the community, state, nation, or world, related to your profession and/or scholarly activities;
   4.2.3.3 Service to professional organizations;
   4.2.3.4 Honors for service; and,
   4.2.3.5 Collaboration, communication, participation, professionalism and collegiality.

5. TENURE AND/OR PROMOTION REVIEW PROCESS

5.1 Tenure track faculty will normally have a probationary period of six years to achieve tenure.
5.1.1 The probationary period for a faculty member on tenure-track may be extended beyond six years upon petition by the faculty member, a concurring recommendation by the appropriate department head and dean, and approval by the Provost. The university may authorize an extension of the tenure probationary period due to special circumstances; see University Rule 12.01.99.P1 Granting Extension of Tenure Probationary Period for complete details.

5.2 Annual Review of Faculty Performance

5.2.1 All faculty members shall undergo an annual review of their performance. The annual review shall be conducted in accordance with the guidelines outlined in the PVAMU Faculty Handbook.

5.2.2 In each academic department, the direct supervisor shall annually evaluate the performance of each tenure-track faculty member.

5.2.3 The direct supervisor shall review the performance review with each faculty member to provide meaningful written and oral feedback about their and, if needed, suggestions for the improvement of performance.

5.2.4 In any year, a direct supervisor or college dean may recommend to the Provost that the probationary appointment of a tenure-track faculty member be terminated. The final decision regarding the termination of the probationary appointment of a tenure-track faculty member must be made by the Provost with the concurrence of the President. Notification of contract non-renewal shall be made in accordance with the timelines specified in System Policy 12.01, Section 4.2.

5.2.5 A tenure-track faculty member may appeal the decision of the Provost regarding non-renewal on the basis that the decision was made in violation of the academic freedom of the individual or for an illegal reason or for inadequate consideration of the faculty member’s record of professional achievement. For purposes of this section, an illegal reason is defined as a decision based on race, color, sex, religion, national origin, age, genetic information, veteran status, sexual orientation, gender identity or disability unrelated to the performance of duties; or made in retaliation for the faculty member’s exercise of protected First Amendment Rights.

5.3 Third-Year Review for Assistant Professors

5.3.1 A mandatory third-year review occurs after the completion of the third year of appointment for tenure-track faculty members (except for faculty members hired at the associate professor level who will apply for tenure in their fourth year at PVAMU).

5.3.2 Faculty members undergoing the third-year review shall prepare a third-year review portfolio that details their achievements and performance in instructional responsibilities, intellectual contributions, and professional service.
5.3.2.1 The direct supervisor may assist a candidate with the preparation of early versions of the third-year review portfolio.

5.3.3 The third-year review portfolio must be presented to the direct supervisor early in their fourth year of employment.

5.3.4 The third-year review portfolio will be reviewed by the candidate’s Departmental Tenure and/or Promotion Committee, direct supervisor, college tenure and/or promotion committee, and the college dean. At each level of review the candidate will be evaluated in the categories of instructional responsibilities, intellectual contributions, and professional service and submit a written evaluation.

5.3.5 The dean shall prepare an independent written evaluation and rating of each third-year review candidate, add it to the candidate’s portfolio, and send a copy of their evaluation to the candidate(s) and to the appropriate direct supervisor by the approved deadline date.

5.3.6 The dean’s evaluation shall state one of the following:

5.3.6.1 The candidate has made adequate progress toward meeting the criteria for consideration of tenure and/or promotion;

5.3.6.2 The candidate has made adequate progress toward meeting the criteria for consideration of tenure and/or promotion but with recommendations for areas of improvement; or,

5.3.6.3 The candidate has not made adequate progress toward meeting the criteria for consideration of tenure and/or promotion and will be offered a terminal, nine-month appointment.

5.3.7 The third-year review candidate may appeal the decision of the dean, to the Provost, to offer a terminal, nine-month appointment on the basis that the decision was made in violation of the academic freedom of the individual or for an illegal reason or, for inadequate consideration of the faculty member’s record of professional achievement.

6. REVIEW OF TENURE RECOMMENDATIONS

6.1 Tenure Review for Tenure-track Assistant Professors

6.1.1 A mandatory tenure review for tenure-track assistant professors occurs after the completion of the fifth year of appointment. Faculty members facing the tenure review must apply for tenure and/or promotion and must prepare a tenure and/or promotion portfolio.

6.1.2 If the award of tenure and/or promotion is denied to an assistant professor in the tenure and/or promotion process, the faculty member shall receive a terminal nine-month contract for the next academic year.

6.2 Tenure and/or Promotion Portfolio
6.2.1 The portfolio must be presented to the direct supervisor by the prescribed
deadline date. The portfolio shall include a letter of submission that
indicates the candidate is formally submitting the portfolio to the direct
supervisor for evaluation. The letter shall be signed by the candidate and
have an acknowledgement line for the direct supervisor to indicate receipt
of the portfolio, with the candidate receiving a copy of the signed letter.
Unless there are significant extenuating circumstances, failure to submit the
portfolio by the prescribed deadline date will preclude the faculty member
from applying for tenure and/or promotion.

6.2.2 The Provost shall determine whether failure to submit the portfolio on time
was due to significant extenuating circumstances. A tenure-track faculty
member who fails to submit their portfolio by the prescribed deadline date
will be given a terminal appointment for the following academic year.

6.2.3 The direct supervisor may assist a candidate with the preparation of early
versions of the tenure and/or promotion portfolio.

6.3 Departmental Tenure and/or Promotion Process

6.3.1 Each department head (department is to be interpreted as school where
appropriate) will appoint a Departmental Tenure and/or Promotion
Committee made up of the appropriate ranked faculty (i.e., tenured faculty
for the review of third year candidates and assistant professors, full
professors for the review of associate professors for promotion) regardless of
whether the department anticipates candidates for third-year review,
tenure, or promotion. Each department should have its tenure and/or
promotion committee established by the approved deadline date.

6.3.2 A Departmental Tenure and/or Promotion Committee must consist of at
least three tenured faculty members from the academic department.

6.3.3 If there are not enough tenured faculty members in the department
available to constitute a committee of at least three, the department head
will select at-large members from other departments within the college.
(An at large member is defined as an individual from another department
within the college or related field/discipline or research). The committee
must consist of 3, 5, or 7 members with number and departmental
representation determined by the size of the department and the number
of candidates that are being reviewed in a given cycle.

6.3.4 Upon constitution of a Departmental Tenure and/or Promotion Committee,
only tenured faculty members may participate in the committee
deliberations. All tenured faculty in the department may, if they so desire,
participate in the evaluation of candidates seeking tenure and/or
promotion or under third-year review. The direct supervisor shall provide
each tenured faculty member access to the tenure and/or promotion
portfolio for faculty review. This review, by non-committee faculty, will not
be included in the final portfolio of the candidate; however, such a review
may be relevant in departmental discussions/deliberations concerning a
candidate.
6.3.5 The Departmental Tenure and/or Promotion Committee shall evaluate each candidate and make a recommendation in written form to the direct supervisor.

6.3.6 The direct supervisor shall forward the tenure and/or promotion portfolio of each candidate for tenure and/or promotion to the college dean by the approved deadline date regardless of the positive or negative recommendations that may be included.

6.3.7 No faculty member who is an applicant for tenure and/or promotion shall serve on any Departmental Tenure and Promotion Committee.

6.4 College Tenure and/or Promotion Process

6.4.1 The college dean shall appoint a College Tenure and/or Promotion Committee. The members of the committee shall serve for a single tenure and/or promotion cycle, but may be elected to serve in subsequent years.

6.4.2 A College Tenure and/or Promotion Committee shall be composed of three or five tenured faculty members.

6.4.3 The College Tenure and/or Promotion Committee must include a minimum of one member from the department/school of the candidate(s)' that is being evaluated. If the college does not have three departments, at-large members from the college shall be selected by the dean. If there are not enough tenured faculty members in the college to constitute a committee of three or five members, the committee membership must be completed by faculty from other colleges who meet the appropriate qualifications. Nominations for these intercollege appointments shall be made by the dean of the candidate(s) that is under review.

6.4.4 A direct supervisor or associate dean may not serve as a member of their College Tenure and/or Promotion Committee.

6.4.5 No faculty member who is an applicant for tenure and/or promotion shall serve on any College Tenure and/or Promotion Committee.

6.4.6 The college dean shall convene the first meeting of the College Tenure and/or Promotion Committee, supervise the selection of a chair from the membership, and carefully review the committee charge and procedures with its members. After reviewing the committee’s charge, the college dean shall not participate in the deliberations of the committee unless asked to provide specific information to the committee.

6.4.7 The College Tenure and/or Promotion Committee shall evaluate each candidate and make a recommendation in written form to the college dean.

6.4.8 The college dean shall forward the tenure and/or promotion portfolio of each candidate to the Provost by the approved deadline date regardless of the positive or negative recommendations that may be included.
6.5 Administrative Tenure and/or Promotion Process

6.5.1 The Provost and the Vice President for Research and Sponsored Programs shall each review all tenure and/or promotion portfolios and shall render an individual recommendation on each candidate for tenure and/or promotion.

6.5.2 In addition to a thorough review of each candidate's academic credentials, the Provost and the Vice President for Research and Sponsored Programs shall carefully review future academic needs and the availability of financial resources as a part of the evaluation process regarding each tenure and/or promotion decision. In making the recommendation to the President, the Provost may recommend against tenure and/or promotion on the basis of future academic needs and/or availability of resources.

6.5.3 The Provost shall forward all recommendations to the President.

6.5.4 The Executive Committee members (i.e. President, Provost, etc.) will review the materials and forward only positive recommendations regarding the awarding of tenure to the Board of Regents for final review and approval.

6.5.5 Tenure is granted only by an affirmative vote of the Board of Regents.

6.5.6 Faculty promotions are approved by the Provost and the President; written notification of all faculty promotions will be forwarded to the Chancellor.

6.6 Tenure and/or Promotion Timeline

6.6.1 The schedule for the tenure and/or promotion review process shall conform as closely as possible to the following dates. If any of the following dates fall on a day on which the university is closed, the date will be moved to the following business day in which the university is open. Failure to submit the tenure and/or promotion portfolio by the stated deadline disqualifies the faculty from being considered for tenure and/or promotion. The calendar can also be found in the PVAMU Tenure and/or Promotion Policy Manual, Section 6.

6.6.2 Notice of non-reappointment of tenure-track faculty:

6.6.2.1 Not later than March 1 of the first academic year of probationary service, if the appointment expires at the end of that year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination;

6.6.2.2 Not later than December 15 of the second year of probationary service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year; at least six months in advance of its termination; and,

6.6.2.3 At least twelve months before the expiration of a probationary appointment after two or more years.
6.6.3 On or about **March 1** - The Provost shall notify all faculty regarding their need to prepare tenure and/or promotion portfolios if they want to be considered and are eligible for tenure and/or promotion.

6.6.4 On or about **May 15** - The Provost shall hold an open meeting to answer questions regarding tenure and/or promotion processes.

6.6.5 On or about **September 15** - Candidates for tenure and/or promotion shall submit their complete tenure and/or promotion portfolios to their direct supervisor on or before this deadline.

6.6.6 On or about **October 15** - The direct supervisor shall submit the summary of the departmental evaluations and their recommendations to the college dean.

6.6.7 On or about **November 15** - The college dean shall submit the recommendations of the College Tenure and Promotion Committee along with their recommendation to the Provost.

6.6.8 On or about **December 15** - The Provost and the Vice President for Research and Sponsored Programs shall forward their recommendations to the President.

6.6.9 On or about **January 10** - The President shall inform the Provost of their recommendations to the Board of Regents.

6.5.10 The Board of Regents of The Texas A&M University System usually considers tenure and/or promotion recommendations at the Board of Regents spring meeting.

6.5.11 Failure of any party to provide notice or take the actions indicated above within the prescribed time limits does not result in the granting of tenure and/or promotion by default.

7. **NOTICE OF TENURE DECISIONS AND CANDIDACY WITHDRAWAL PROCESS**

7.1 Notice of Tenure Decisions to Faculty

7.1.1 The official decision regarding the granting of tenure by the Board of Regents will be conveyed in writing to the individual faculty member as soon as possible after the board has voted to confer tenure.

7.2 Notice of Non-Reappointment

7.2.1 Notice of non-reappointment, or of intention not to reappoint a faculty member, should be given in writing in accordance with the standards outlined in the PVAMU Tenure and/or Promotion Policy Manual, Section 7, and System Policy 12.01 Academic Freedom, Responsibility and Tenure, Section 7.

7.2.2 Faculty members should be notified promptly. No rights are accrued by the faculty member as a result of the university failing to notify.
7.2.3 Any candidate for tenure and/or promotion may submit a letter of response to a negative decision if the negative decision is reached at any level in the university tenure and/or promotion process. See the PVAMU Tenure and/or Promotion Policy Manual, Sections 7 & 8, for detailed information.

7.3 Candidacy Withdrawal

7.3.1 A candidate for tenure and/or promotion may withdraw from consideration at any point during the process. See the PVAMU Tenure and/or Promotion Policy Manual, Section 7, for detailed information.

8. EXCEPTIONS

8.1 During the faculty tenure track period, the university permits a “stop-out” due to special conditions or to pursue a special opportunity. The time-out extension must be based on extraordinary circumstances, and requires written concurrence by the faculty member, department chair, college dean, and Provost as detailed in University Rule 12.01.99.P1 Granting Extension of Tenure Probationary Period.

8.2 Financial exigency may permit exceptions to tenure and/or promotion policies and procedures. The procedure to be followed in the event of financial exigency is explained in Section 10 of this UAP, in University Rule 12.01.99.P1 Granting Extension of Tenure Probationary Period and in System Policy 12.01 Academic Freedom, Responsibility and Tenure.

8.2.1 Per Section 9.3.2 of System Policy 12.01 Academic Freedom, Responsibility and Tenure, “there should be early, careful, and meaningful sharing of information and views with appropriate faculty representatives on the reasons indicating the need to terminate programs.” In light of this, when considering faculty dismissals under the above conditions, evidence as to why faculty dismissals may be required as opposed to alternative courses of action must be provided.

9. POLICIES GOVERNING THE LOSS OF TENURE

9.1 Loss of Tenure/Dismissal for Cause

9.1.1 Tenure may be relinquished for a variety of reasons; See System Policy 12.01 Academic Freedom, Responsibility and Tenure for detailed information.

9.1.2 Tenure is given up when a faculty member: (1) retires (excluding partial retirement); (2) resigns; (3) is dismissed for cause; or (4) is off the PVAMU payroll for more than one calendar year unless on approved leave of absence. (Note: Individuals who accept full-time employment at another System academic institution, provided that such persons formally notify their department heads annually by March 1 of their desire to retain their tenured positions and their requests are approved by the appropriate administrators, may retain their tenured positions. If a request is denied, the individual must return to the tenured position formerly held or give up tenure.)
9.2 Dismissal of Tenured Faculty Members

9.2.1 A faculty member with tenure shall not be dismissed until he or she has received reasonable notice of the cause for dismissal.

9.2.2 A decision to dismiss a tenured faculty member must be based on good cause. Good cause for dismissal of a faculty member with tenure includes, but is not limited to the following:

9.2.2.1 Professional incompetence;

9.2.2.2 Continuing or repeated failure to perform duties or meet responsibilities to the university or to students or associates;

9.2.2.3 Failure to successfully complete a post tenure review professional development program;

9.2.2.4 Moral turpitude adversely affecting the performance of duties or the meeting of responsibilities to the university, or to students or associates;

9.2.2.5 Violation of System Policies and Regulations, University Rules and Administrative Procedures, or laws substantially related to performance of faculty duties;

9.2.2.6 Conviction of a crime substantially related to the fitness of a faculty member to engage in teaching, research, service/outreach, and/or administration;

9.2.2.7 Unprofessional conduct adversely affecting to a material and substantial degree the performance of duties or the meeting of responsibilities to the university, or to students or associates;

9.2.2.8 Falsification of academic credentials;

9.2.2.9 Bona fide financial exigency or the phasing out of institutional programs requiring reduction of faculty;

9.2.2.10 Reduction or discontinuance of institutional programs based on educational considerations and requiring the termination of faculty members; or,

9.2.2.11 Poor performance (as stipulated in the Annual Performance Review).

9.3 See System Policy 12.01 Academic Freedom, Responsibility and Tenure, Section 6, for additional information.

9.4 Dismissal for Cause Hearings

9.4.1 Dismissal for cause hearings is outlined in System Policy 12.01 Academic Freedom, Responsibility and Tenure, Section 8.
10. **TENURE, FINANCIAL EXIGENCY, AND TERMINATION OR REDUCTION OF PROGRAMS**

10.1 Bona fide financial exigency means a pressing need to reorder the nature and magnitude of financial obligations in such a way as to restore or preserve the financial stability of PVAMU. A bona fide financial exigency may exist without all parts of the university being affected. Financial stability means the ability of the university to provide from current income the funds necessary to meet current expenses, including current debt payments and sound reserves, without invading or depleting capital. Evidence of financial exigency may include but is not limited to declining enrollments, substantial revenue cutbacks, and substantial ongoing operating budget deficits.

10.2 If faculty members are notified that they have been selected for termination on the basis of a bona fide financial exigency or program reduction/termination, the faculty members will have ten (10) business days to request a hearing before a committee appointed by the Provost. The Provost shall appoint a committee consisting of the two most senior faculty members from each college (based on time in rank at PVAMU) and who are not subject to the termination order being considered by the hearing committee.

10.3 For additional information, see System Policy 12.01 Academic Freedom, Responsibility and Tenure, Section 9.

11. **EXTENSIONS AND SPECIAL CIRCUMSTANCES**

11.1 See University Rule 12.01.99.P1 Granting Extension of Tenure Probationary Period for detailed information.

12. **UNFORSEEN CONTINGENCIES**

12.1 It is inevitable that circumstances beyond those enumerated and described within this UAP will arise. In the event that an issue arises that is in any way connected to faculty tenure and/or promotion and that is not clearly addressed by any portion or portions of this UAP, college and university administrators will proceed in their deliberations in good faith and a spirit of openness with the input of faculty (e.g., by soliciting the input of the Faculty Senate). Furthermore, those involved in the deliberations will decide if the issue at hand merits only an idiosyncratic review/decision or if a formal revision/amendment to the current tenure and/or promotion UAP should be initiated.

**Related Statutes, Policies, Regulations and Rules**

- System Policy 12.01 Academic Freedom, Responsibility, and Tenure
- System Policy 12.02 Institutional Procedures for Implementing Tenure
- System Policy 12.06 Post-Tenure Review of Faculty and Teaching Effectiveness
- University Rule 12.01.99.P1 Granting Extension of Tenure Probationary Period
Appendix

PVAMU Tenure and/or Promotion Policy Manual
PVAMU Faculty Handbook

Contact Office

Office for Academic Affairs  936-261-2175