

**PRAIRIE VIEW A&M UNIVERSITY
UNIVERSITY RULE**



12.01.01.P1 Institutional Rules for Implementing Tenure

Replaces UAP 12.02.99.P0.01

Approved: April 1, 2020

Next Scheduled Review: April 2025

Rule Statement

The process of enacting and implementing tenure decisions is based on specific objective criteria directly related to the identified requirements of Prairie View A&M University (PVAMU) and The Texas A&M University System policies and regulations.

For the purpose of this Rule, the definition of **tenure** is as stated in Section 4 of [System Policy 12.01 Academic Freedom, Responsibility and Tenure](#). The benefits of tenure and basic rules and requirements for tenure are outlined in that same section of the policy.

Reason for Rule

This Rule is required by and adopted as a supplement to System Regulation 12.01.01 Institutional Rules for Implementing Tenure and System Policy 12.01 Academic Freedom, Responsibility and Tenure, and establishes guidelines, procedures and criteria for the implementation of tenure at PVAMU.

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 Manual](#) provides general 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.

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 eligible for tenure, depending upon the nature of their duties and the terms of the written agreement of their appointments.

3. WRITTEN TERMS OF EMPLOYMENT

- 3.1 All new faculty members must 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.
- 3.3 The appointment letter for a faculty member with administrative duties will state the portion of the faculty member's salary that is associated with the administrative duties. The portion of the faculty member's salary not associated with the administrative duties must not exceed the salaries of other faculty with similar qualifications and performing similar duties. The appointment letter for faculty members with administrative duties will also state that the administrative duties may be removed without cause.

- 3.4 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 same criteria that are used in the annual performance review of faculty.
- 4.2 The categories of performance for tenure are described in System Policy [12.01 Academic Freedom, Responsibility and Tenure](#).
- 4.2.1 **Excellence in Teaching** - This category includes, among other things, evidence of teaching effectiveness at the undergraduate, graduate and professional levels (including student and peer evaluations); classroom and laboratory instruction; development of new courses (including online and blended), laboratories, and teaching methods; distance education, publication of instructional materials or research on pedagogy; advising; and supervision of undergraduate and/or graduate students; course content, complexity, level of expertise; performance of students in subsequent courses; content, quality and faculty use of the syllabus; student evaluations of the instructor; teaching innovations; peer evaluations; direction of dissertations and theses; quality of communication with students; awards, honors and other recognitions; collaboration, communication, participation, professionalism and collegiality.
- 4.2.2 **Excellence in Scholarship and/or Creative Activity** - This category includes creation and dissemination of new knowledge or other creative activities and/or the preservation of knowledge. For most disciplines, this category consists of research, grants, peer-reviewed publication, and/or creative work. This category may also include directing doctoral students, securing patents, copyrights, and commercialization as defined by college or institutional criteria; awards, honors and other recognitions; collaboration, communication, participation, professionalism and collegiality.
- 4.2.3 **Excellence in Service** - This includes service to PVAMU, students, student organizations, colleagues, department, college, as well as service beyond the campus. Examples of the latter include service to professional societies, research organizations, governmental agencies, the local community, and the public at large, as it relates to their discipline and area of expertise as well as other activities that benefit and enhance the community and PVAMU/community relations. This category may also include quality of patient care, where applicable; speeches and other presentations utilizing expertise; awards, honors and other recognitions; collaboration, communication, participation, professionalism and collegiality.
- 4.2.4 **Miscellaneous** - While department and college/school criteria may utilize some quantitative measures, excellence is of primary importance. Quality, impact, and significance of accomplishments are of utmost importance. College/school-specific requirements are available in the office of the dean of the college/school. Please contact the dean's office for specific information.

5. TENURE AND/OR PROMOTION REVIEW PROCESS

5.1 Probationary Period

- 5.1.1 Beginning with appointment to a tenure-track position, the probationary period for a faculty member must not exceed seven (7) years, as outlined in System Policy 12.01, Section 4.1.
- 5.1.2 The probationary period for a faculty member on tenure-track may be extended beyond seven (7) 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 tenure-track 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 performance 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 appointment 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

- 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 who arrive with credit toward tenure or 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 the evaluator will 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 to the Provost the decision of the dean 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 appointment 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 should include a letter of submission that indicates the candidate is formally submitting the portfolio to the direct supervisor for evaluation. 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 three, five or seven 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/or 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, Innovation 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, Innovation 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.
 - 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 deans shall notify all faculty regarding their need to prepare tenure and/or promotion portfolios if they are 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 or working session to answer questions regarding tenure and/or promotion processes.
- 6.6.5 On or about **September 1** - Candidates for tenure and/or promotion shall submit their complete tenure and/or promotion portfolios to their direct supervisor.
- 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 **December 1** - The college dean shall submit the recommendations of the College Tenure and/or 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, Innovation and Sponsored Programs shall discuss/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.
- 6.6.10 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.
- 6.6.11 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

- 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 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.

8. EXCEPTIONS

- 8.1 During the faculty tenure track period, the university permits a "time-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 Rule, 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 that requires the implementation of a written short-term development plan arising from an unsatisfactory rating in any one performance area, e.g., Teaching Effectiveness; Research, Creative Activities and other Scholarly Endeavors; or Service;
 - 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 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;
 - 9.2.2.11 A finding of sexual harassment or other serious misconduct, in accordance with system policy; or
- 9.2.3 A faculty member who is found responsible for sexual harassment or other serious misconduct may be summarily dismissed or suspended without pay pending dismissal in accordance with the procedures outlined in Section 8.1 of System Policy [12.01 Academic Freedom, Responsibility and Tenure](#). A faculty member may be dismissed for other reasons, as outlined in Section 4.3 of System Policy [12.01 Academic Freedom, Responsibility and Tenure](#), after the faculty member has received notice of the cause for dismissal and an opportunity for a hearing in accordance with the procedures set forth

in Section 8 of System Policy [12.01 Academic Freedom, Responsibility and Tenure](#).

9.3 Dismissal for Cause Procedures

9.3.1 Dismissal for cause hearings is outlined in System Policy [12.01 Academic Freedom, Responsibility and Tenure, Section 8](#).

9.4 See System Policy [12.01 Academic Freedom, Responsibility and Tenure](#), for additional information.

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 Rule 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 Rule, 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 Rule should be initiated.

Related Statutes, Policies, Regulations and Rules

[System Policy 12.01 Academic Freedom, Responsibility, and Tenure](#)

[System Regulation 12.01.01 Institutional Rules for Implementing Tenure](#)

[System Policy 12.06 Post-Tenure Review of Faculty and Teaching Effectiveness](#)

[System Policy 12.07 Fixed Term Academic Professional Track Faculty](#)

[University Rule 12.01.99.P1 Granting Extension of Tenure Probationary Period](#)

[UAP 12.01.99.P0.01 Academic Freedom, Responsibility and Tenure](#)

Prior to March 2020, this University Rule was published as University Administrative Procedure 12.02.99.P0.01 Institutional Procedures for Implementing Tenure.

Appendix

[PVAMU Tenure and/or Promotion Manual](#)

PVAMU Faculty Handbook

Contact Office

Office for Academic Affairs 936-261-2175
