

The University Senate of Michigan Technological University

PROPOSAL 20-06
(Voting Units: Academic)

AMENDMENT OF TENURE, PROMOTION AND REAPPOINTMENT PROCEDURES: EARLY TENURE CLARIFICATION

Background:

The current tenure policy requires “an extraordinary record of accomplishments” for consideration of early tenure. This phrase is ambiguous and has been difficult to interpret. Moreover, recent years have shown more and more faculty members being considered, and, often, granted early tenure. This proposal replaces the requirement of “an extraordinary record of accomplishments” with a requirement of meeting the same standard as for mandatory tenure.

Proposal:

The current first paragraph of the section on early tenure will be replaced by the one below effective for the 2006-2007 academic year.

Current Version:

5.6. Early Tenure

A faculty member may be considered for tenure prior to the mandatory year. Consideration for early tenure will require an extraordinary record of accomplishments. In early tenure cases, the University does not have the normal amount of time for assessing a candidate's qualifications or judging their potential for continued performance. Thus, standards for early tenure cases will be higher than those used in the mandatory year. Candidates should consult their chair, school dean or unit TPR committee chair about their chances of successfully achieving early tenure prior to application.

Proposed Version:

5.6. Early Tenure

A faculty member may be considered for tenure prior to the mandatory year. Candidates for tenure must meet the same cumulative standards of performance as candidates in their mandatory years. Candidates should consult their chair, school dean or unit TPR committee chair about their chances of successfully achieving early tenure prior to application.

Introduced in Senate: 15 February 2006

Revised Version Introduced in Senate: 5 April 2006

Adopted by Senate: 5 April 2006

Approved by Administration: 17 April 2006

Accepted by Faculty Referendum: 9 April 2007

Board of Control Approval not needed - deals with procedures not policy

Became Senate Procedures 709.1.1