

301. Tenure

I. Policy Statements

- A. With regard to tenure, The Board of Trustees delegates to the Chancellor and to the institution Presidents, who in turn delegate to deans, chairpersons, and faculty, all procedural authority.
- B. The Board of Trustees expects that the institutional policies and procedures will be consistent with Board policy.
- C. Tenure within The University of Alabama System is held by a faculty member only at the institution in which tenure has been awarded, not in the System as a whole.
- D. Institutional tenure policies are to be submitted to the Chancellor and the Board for approval.
- E. Guidelines and procedures for the development, submission, review, and approval of institutional tenure policies are developed and administered by the System's Office of Academic and Student Affairs.

II. Guidelines for Tenure

A. Definition

The definition of tenure used in each institutional policy should recognize that tenure is an affirmative commitment by the Board of Trustees to a faculty member, generally offered after a probationary period of employment, of a right to continuing employment except upon dismissal for cause, retirement, resignation, bona fide financial exigency of the institution or division in which tenure is held, or major curtailment or formal discontinuance of a program or department of instruction.

B. Outline of institutional statements on tenure

- 1. Each institution of the System, through appropriate involvement of the faculty, shall develop formal written policies and procedures for the administration of the Board's tenure policy. These written institutional policies and procedures shall provide for the following:
 - a) Criteria and procedures for faculty appointment, promotion, and the award of tenure
 - b) Procedure for non-reappointment of non-tenured faculty

- c) Procedure for termination for cause of a tenured faculty member or a faculty member whose term of appointment has not expired
 - d) Procedure for termination due to a bona fide financial exigency or formal discontinuance of a program or department of instruction
 - e) Procedure for handling faculty grievances.
2. The above list of procedures, which is necessary to implement the Board's policy on tenure, shall in no way limit the institutions from promulgating additional policies and procedures related to faculty affairs. However because the authority of the Board of Trustees prevails in matters of termination, discipline and grievances, individual institutional policies in those areas shall not attempt to speak on behalf of the Board.

C. Tenure for Administrative Officers

- 1. Under Board policy, administrative appointments do not carry tenure.
- 2. The Board recognizes that an individual who holds administrative office may also carry an appropriate academic rank and, thus, have tenure status in the regular faculty. The Board also recognizes that an administrator holding non-tenured academic rank may earn tenure under procedures prescribed for regular faculty members. Therefore, the Board expects that institution recommendations of tenure for executive and senior administrative and professional staff such as presidents, vice presidents, associate and assistant vice presidents, and others as defined in Board Rule 302 shall be reported to the Chancellor for approval by the Board and that such recommendations will be limited to:
 - a) Those officials who already hold faculty tenure when moving into administrative positions; and
 - b) Those individuals whose faculty tenure is recommended pursuant to the usual review and recommendations set out in each institution faculty handbook, but in all instances providing for a recommendation by the dean, head, and faculty of the unit to which application for tenure was made.

D. Determination of a bona fide financial exigency or formal discontinuance of a program or department of instruction

It is the policy of the Board of Trustees to require the institutions to submit their decisions of “financial exigency” or “program discontinuance” to the Chancellor and the Board for approval.

E. Periodic reporting on institution tenure systems

The Board expects each institution to develop strong personnel policies, consistent with Board policies, and a staffing plan to enable each institution to reach its objectives. The Board expects each institution to keep personnel policies, especially those affecting tenure, under review, make needed revisions, and bring these to the attention of the Board. Periodic reviews of tenure percentages and retirement patterns should be prepared and shared with the Chancellor and the Board. Also, each institution should submit an annual report to the Board of individuals awarded tenure during the preceding year and of academic units more than sixty percent (60%) tenured.

(Adopted November 19, 1980 as Rule 310; amended and renumbered December 5, 1997; amended November 14, 2008.)