

Locus of Tenure

NEW POLICY (Approved by the Board of Trustees, February 18, 1997)

Tenure is granted by the University under the authority granted to the President by the Board of Trustees. Tenure appointments shall be held only in academic departments or similar academic units. All changes in the locus of tenure assignment require specific approval of the President.

POLICY IMPLEMENTATION PROCEDURES (Approved by the President, February 19, 1997)

Faculty are assigned to specific departments or other academic units. For the sake of program integrity and efficiency, or to avoid situations where an individual's employment might otherwise have to be terminated, it is sometimes necessary that the locus of tenure be changed to another department or academic unit. In such cases, the appropriate administrator (usually Dean, Provost, or designee) will make every reasonable effort to accommodate the preferences of those individuals and units affected by the proposed reassignment. However, program integrity and efficiency shall be the most important considerations.

A change in the locus of tenure may be initiated by a faculty member.

The faculty member should attempt to negotiate with the departments/units involved by initiating a written request to the respective department chairperson, and should ensure that the appropriate dean(s) are informed of the proposed change and the programmatic basis for the request. If a tentative agreement is reached among the department chairperson, Department Faculty Status Committee, and faculty member, it should be sent in writing to the dean or deans who are responsible for the units affected by the proposed change. The dean(s) shall consult with the Office of the Provost. If the agreement is satisfactory to all parties, including the Provost, the plan shall be forwarded to the President; if approved by the President, the change in locus of tenure will be implemented as soon as possible consistent with academic and administrative calendars or at the time most programmatically advantageous.

If an agreement on a change in tenure status cannot be reached among the principals, and the faculty member wishes to pursue the matter, he or she may make a written request to the Provost who will assess the programmatic, academic, and institutional benefits of implementing the requested change over the objections of some parties. The Provost or his/her designee will consult with all principals and make every effort to reach an accommodation. When this informal process is completed, the Provost will forward his/her recommendation to the President for a decision, with copies of the recommendation to all principals.

In other circumstances the reassignment of faculty may be initiated by the University.

At its option, the University may change the locus of tenure of a faculty member for programmatic reasons or to avoid revocation of tenure which might otherwise be necessary. In such cases the University (through the Dean or Provost) shall give written notification to the individual(s) and his, her, or their department/unit. The general circumstances requiring a change in locus of tenure shall be described; the faculty member(s) will then be given thirty calendar days (excluding official University closures) to submit his or her required new locus of tenure. As required and appropriate, the affected Chairperson(s), Dean(s), and Provost (or their designees) shall make a reasonable effort, consistent with other applicable Board Policies and Governance Documents, to recommend a plan that would implement the requested course of action. Departmental Faculty Status Committees will be consulted.

If this negotiation process is not successful, the University shall, in writing, inform the (1) individual, (2) department or unit in which the faculty member currently holds tenure, and (3) department(s) or unit(s) to which the individual(s) might be reassigned that a change in locus of tenure is being considered. Thirty calendar days (excluding official University closures) after this second notice has been provided, and during which good faith efforts have been made to accommodate the reasonable needs of the units and individuals concerned, the University may reassign the faculty member as soon as practical consistent with academic and administrative calendars. Such reassignments usually will become effective at logical times in the academic calendar (e.g., start of fiscal year, end of academic term, start of new annual review period) or at the time most programmatically advantageous.

Under all circumstances, a faculty member's locus of tenure will only be changed to a department or unit in which they are professionally qualified to contribute or may become qualified to contribute. If necessary, the University may provide at its discretion reasonable accommodations for additional professional training or preparation for the new assignment.