

CHAPTER III

FACULTY AND STAFF

SECTION XI. TENURE

- A. Definition. Indeterminate tenure, hereafter referred to as tenure, is intended to ensure and enhance faculty members' academic freedom and job effectiveness. Tenure assures the faculty member that employment in the academic discipline at the institution will be renewed annually until the faculty member resigns, retires, or is terminated for cause or financial exigency.
1. Faculty members shall not be eligible for tenure at the instructor level.
 2. Each recommendation by an institution to grant tenure to a faculty member shall be submitted to the Board of Supervisors at a time designated by the System President, which shall be no later than the date to submit annual budgets for approval.
- B. Eligibility for Tenure. The probationary period for tenure consideration in the University of Louisiana System is six years. A tenure-track faculty member may apply for tenure during the sixth year. Full-time academic personnel at least at the level of assistant professor or equivalent shall be eligible for tenure after serving this probationary period.
- C. Recommendation for Tenure. Recommendation for tenure of those who have completed the probationary period shall originate in the various structural units, with tenured faculty and unit heads initiating the recommendations. The recommendation shall be submitted to the institution president for his consideration. His/her action shall be submitted to the System President. Final authority for granting or denying tenure shall rest with the Board of Supervisors. Under no circumstances shall tenure status be achieved without specific action of the Board of Supervisors.
- D. Notification of Tenure Decision. At the end of the probationary period, the result of each individual's evaluation shall be provided to that individual. In the event tenure is to be denied, 12-month advance written notice of termination shall be given. If tenure is to be awarded, the affected faculty member shall be informed in writing and tenure will be effective with the next letter of appointment.

L. Policy. This tenure policy shall supersede all existing policies with the following exceptions:

1. All persons holding tenure on the effective date of this policy shall retain their tenure.
2. Any person in the employment of an affected institution on the effective date of this policy shall be eligible to earn tenure under the terms and conditions of the policy in force and in effect at the time of that person's employment at that institution.

(Revised 2/25/2011)

M. Tenure and Rank for Administrative Appointees. Academic administrators at the level of dean or higher are frequently appointed with academic rank (typically associate professor