

Senate Committee on Academic Affairs

April 4, 2008

Proposed new language for the Syracuse University faculty manual

2.27 tenure

The following statement is the policy of Syracuse University with regard to tenure for instructional, research, and administrative personnel. This statement of tenure policy is also intended to include any persons who have served as full-time faculty members regardless of their specific titles.

2.28 tenure: an expression of University values.

The granting of tenure to faculty members at Syracuse University is an extremely important exercise of several values at the core of our academic enterprise. First, the values of faculty excellence should be demonstrable in the activities and strengths of the tenured faculty. Second, tenure is an integral part of sustaining the University's commitment to the concepts underlying academic freedom. Third, tenured status establishes the mutual expectations of the continued pursuit of excellence on the part of both the faculty member and the institution.

The importance of tenure for the academic quality of the University means that the granting of the status is neither automatic nor a function of years of service. The earned privileges of tenure simultaneously convey a vested interest in the University, the expectation of continuous service as a faculty member, and the obligation to render continuing service to the University in pursuit of knowledge and impact. The presentation by the Vice Chancellor & Provost to the Board of Trustees of recommendations for tenure should be a culmination of a multi-level review process that embodies these core academic values.

2.29 tenure: processes and limitations.

Tenure may be granted only by the Vice Chancellor and Provost, with the concurrence of the Chancellor and the Board of Trustees. Such an appointment may be extended only to members of Syracuse University with faculty rank. Tenure is not attached to appointments to administrative positions nor to appointments as department chairpersons in the University. Appointment to or relinquishment of such positions, however, will not deprive faculty members of tenure in the highest instructional rank they have attained at the University.

Tenure is granted in one of two ways: First, faculty appointed to a full-time tenure-track position without tenure are reviewed for tenure following a probationary period. This review is conducted by the department(s) or appropriate unit(s), and school/college, in accordance with each unit's governance procedures. Each case is forwarded to the Vice-Chancellor and Provost for a decision, and to the Chancellor and Board of Trustees for concurrence. Candidates must be considered for tenure before the end of the sixth credited year, but may be considered any time before that date. Second, faculty may be appointed to the University with tenure through a recommendation for such action from the department(s) or appropriate unit(s), and school/college(s), in accordance with each unit's governance procedures. Each case is forwarded to the Vice Chancellor and Provost for a decision, and to the Chancellor and Board of Trustees for concurrence. Candidates are considered for tenure only once and tenure cannot be granted through any process other than those described here.

The formal review process for faculty in the probationary period will begin with the signed and dated irrevocable request on the standard form from the individual to initiate the tenure review. A request must be submitted to the office designated by the respective school and college prior to the solicitation of external evaluations of the candidate's qualifications for tenure. After the formal review process has begun, candidates for tenure may not withdraw from consideration and subsequently reapply for tenure. If an eligible faculty member fails to submit a formal request for a tenure review prior to the college or school deadline for completing the tenure review before the end of the sixth

year of the probationary period, the University will consider the faculty member to have waived all claims for consideration for tenure.

Even if a tenure candidate's school or college accepts a request for tenure review, such acceptance shall not constitute a waiver of the deadline set forth above in this section 2.29 and the consequences specified for failing to meet the deadline.

Whereas the tenure process ends with the recommendation of the Vice Chancellor & Provost to the Board of Trustees, the departments and schools/colleges play a significant role in this process, from initial recruitment and appointment, annual evaluation, reappointments, development of candidate dossiers, conduct of tenure review and associated voting processes. Each school/college that holds tenured appointments has the responsibility to develop and to communicate widely the processes, procedures and criteria for appointments, pre-tenure reviews, promotion, and tenure. The departmental and school/college processes, procedures and guidelines regarding tenure should be clear and transparent, as well as congruent with the University processes, procedures and guidelines set forth herein.