4.4.2 Security of Appointment and Tenure

Formerly Known As Policy Number:
4.4.B

(1) Security of appointment is defined as the right not to be dismissed, involuntarily retired early, or subjected to discriminatory reduction of salary before the expiration of the term of an academic appointment except on the basis of:

a. a finding, as provided in Section 4.4.6(1), of substantial and manifest incompetence; or

b. a determination pursuant to the Statement on Faculty Discipline; or

c. a determination, as provided in Section 4.4.6(3), of serious and protracted disability or protracted absence without leave; or

d. a determination, as provided in Section 4.4.6(3), of the University’s extraordinary financial emergency.

(2) Tenure is security of appointment which continues to the date of academic retirement. Any appointment without limit of time carries tenure automatically. Tenure may also be acquired by length of service as provided in Article IV, Section 4.4.4(1), in which case tenure shall imply the right of continual reappointment until the date of academic retirement.

(3) Every academic appointment carries security of appointment, as defined in Article II, Section 4.4.2(1), for its duration, except that a continuing term of appointment may be terminated, with notice as provided in Section 4.4.5(1), when satisfactory performance or programmatic need ceases. Tenure, however, accrues only (a) by virtue of an appointment without limit of time or (b) by virtue of length of service as provided in Article IV, Section 4.4.4(1).