**Tenure Procedures**

BOR Reference: USG Academic and Student Affairs Handbook: 4.5 <http://www.usg.edu/academic_affairs_handbook/section4/>

The current tenure regulations as adopted by the Board of Regents are incorporated into these policies by this reference. The policies related to tenure shall be the following:

1. The faculty member's length of service at the University shall be taken into consideration in determining if a faculty member can be considered for tenure, given that tenure requires a minimum length of service with an institution as specified in the policies of the Board of Regents.
2. Criteria for tenure shall include the following:
   1. At a minimum, tenure shall be based on:
      1. Superior teaching.
      2. Outstanding service to the institution.
      3. Academic achievement.
      4. Professional growth and development.
   2. Noteworthy achievement in all four of the above need not be demanded, but should be expected in at least two, one of which shall be superior teaching.
   3. Neither the possession of a terminal degree, nor longevity of service, is a guarantee per se of tenure.
   4. Individual academic units of the University, along with the University Library or any other academic unit, may adopt additional and/or higher standards, as well as, more detailed criteria and procedures for tenure so long as they are consistent with this Article V.
3. The following procedures shall govern the recommendations for, or against, grants of tenure to eligible faculty members.
   1. The Office of the Provost and Vice President for Academic Affairs shall make available a list of eligible faculty to the "line of authority" supervisors, when faculty are eligible for tenure and the dates when every tenure recommendation is due to appropriate University officials.
   2. Formal recommendation for, or against, tenure shall be made initially by peer faculty within the candidate's own department (or similar body of comparable faculty) to the "line of authority" Department Chairperson. This recommendation shall be presented in writing and accompanied by the faculty member's documentation supporting his or her candidacy for tenure. A copy of the recommendation to the Chairperson shall also be provided to the faculty member being considered for tenure. The faculty member may respond to the recommendation within ten (10) calendar days from receipt of such notice by submitting to the "line of authority" Chairperson a written statement in support of his or her candidacy for tenure.
   3. The "line of authority" Chair shall next provide a formal written recommendation for, or against, the faculty member's tenure to the "line of authority" Dean. This recommendation shall be presented in writing and accompanied by the faculty member's documentation supporting his or her candidacy for tenure. A copy of the Chairperson's recommendation to the Dean shall also be provided to the faculty member being considered for tenure. The faculty member may respond to the recommendation within ten (10) calendar days from receipt of such notice by submitting to the "line of authority" Dean a written statement in support of his or her candidacy for tenure.
   4. The "line of authority" Dean shall next refer the department Chairperson's recommendation for, or against, tenure (along with the faculty member's documentation supporting their candidacy for tenure) to the tenure committee of the eligible faculty member's academic unit for review, consideration, and recommendation. The tenure committee's formal recommendation shall be presented in writing to the "line of authority" Dean with supporting documentation used in making the recommendation.
   5. The "line of authority" Dean shall next provide a formal written recommendation for, or against, the faculty member's tenure, along with supporting documentation that has been provided in support of the faculty member's candidacy for tenure, to the Provost. A copy of the Dean's recommendation to the Provost shall also be provided to the faculty member being considered for tenure. The faculty member may respond to the recommendation within ten (10) calendar days from receipt of such notice by submitting to the Provost a written statement in support of his or her candidacy for promotion.
   6. The Provost shall next provide a formal written recommendation for, or against, the faculty member's tenure, along with supporting documentation that has been provided in support of the faculty member's candidacy for tenure, to the President of the University. The Vice President and Deans of Faculties' recommendation to the President of the University shall also be provided to the faculty member being considered for tenure. The faculty member may respond to the recommendation within ten (10) calendar days from receipt of such notice by submitting to the President of the University a written statement in support of his or her candidacy for tenure.

The President of the University may recommend tenure to the Board of Regents after review of documentation supporting the faculty member's candidacy for tenure, recommendations, consultation with "line of authority" supervisors, and/or other appropriate faculty. The President's decision regarding the eligible faculty member's candidacy for tenure shall be provided to the faculty member once determined. If the President does not recommend tenure, the faculty member shall have the right to appeal to the Board of Regents in accordance with Board policies.