

Regents' Rules, Chapter 4: Tenure and Promotion

Chapter 4 revision included substantive, grammatical, and formatting changes. The policy now defines types of terminations—tenure revocation, non-reappointment, and immediate termination—and clarifies causes for ending employment as well as procedures for reviewing decisions. The policy also indicates which procedures apply to which kinds of faculty. Sections dealing with TTUHSC policy, honorific titles, and comprehensive performance evaluations were omitted from this review.

This table summarizes the review's substantive changes:

Section	Original	Changes	Rationale
04.02.3	Formerly <i>Types of Appointments</i> list	Moved <i>Discrimination</i> to follow the tenure definition and purpose statement. <i>Types of Appointment</i> becomes 04.02.4	<i>Discrimination</i> establishes context for subsequent policies about appointments
04.02.4	Formerly <i>Admission to Tenure</i> section	Renumbered <i>Types of Appointment</i> . Special appointment types (formerly "3c") are now "4c."	Moving <i>Discrimination</i> for logical reasons pushes subsequent sections forward
		Entered "for either part or all of their appointment" into opening paragraph	Phrase accommodates faculty who have full-time appointments divided between teaching-research and administrative functions.
04.02.4.a-b	No mention of librarians or archivists	Inserted librarian and archivist ranks into list of continuing appointment ranks (a), and list of probationary, tenure acquiring ranks (b)	Insertions explicitly include librarians and archivists in faculty ranks, alongside their teaching and researching colleagues.
04.02.4.c	Special full-time appointments included visiting positions	Removed "visiting assistant professor, visiting associate professor, and visiting professor"	Word "visiting" logically suggests that the appointment is not permanent; no further policy should be necessary.
	Lecturer included	Removed reference to <i>lecturer</i>	Position is obsolete.
	Tenure status of research professorial titles undefined	Inserted phrase "all research titles: assistant research professor, associate research professor, and research professor"	Insertion acknowledges research titles but distinguishes them from regular tenure-acquiring appointments.
	General reference to "the above full-time appointments"	Specified "these three special full-time appointments"	Referents specified for clarity because there are three distinct full-time appointment lists in 04.02.4.
	Statement about 4c appointees having academic freedom	Entered "do" to 4c academic freedom phrase	Word "do" adds emphasis to statement and reinforces 4c academic rights regarding premature dismissal.
	Discussion of faculty grievance ambiguous	Inserted "non-tenure-track faculty members" for generic "individuals"	Insertion clarifies which dispute and appeals processes 4c faculty access—grievance rather than tenure (04.02.8).
04.02.5	Formerly <i>Discrimination</i> section	Renumbered <i>Admission to Tenure</i> . Internal section references also renumbered	Renumbering keeps document and sections internally consistent.
04.02.5.c	First paragraph requires non-renewal	Inserted clarifying "tenure-eligible" into sentence	Only tenure-track (TT) positions are probationary

	notification for all faculty members		(04.02.4).
04.02.5.c <i>contd</i>	Reference to "seventh year"	Inserted clarifying "seventh [terminal] year"	New phrasing clarifies the actual terminal year, making it the seventh rather than the sixth, for the faculty's benefit.
04.02.5.d.(1)	Explanation of TT probationary period	Rephrased sentence: "Probation is not reduced by previous non-tenure track appointments or by promotions made during that period."	New phrasing clarifies the fact that TT probation ordinarily only begins after the initial appointment, which gives appointees their full six years.
04.02.5.d.(2)	Computation of TT probationary period	Replaced "a probationary period" with "the probationary period"	Definite article "the" gives probation periods a universal starting point, September.
04.02.5.e.(1)	Reference to department "evaluations"	Replaced "evaluations" with singular, collective "evaluation"	Singular term describes the entire process rather than individual events, and also matches the singular "review" in the rest of the subsection.
04.02.5.e.(3)	Law School tenure cases not distinct from other tenure cases	Inserted "except for candidates from the School of Law" into subsection	New phrasing indicates that the Graduate School does not oversee Law School tenure.
04.02.5.e.(4)	Passive construction about tenure awards	Rephrased sentence: "The action of the Board of Regents awards faculty members tenure."	New sentence clarifies who is responsible for tenure awards.
04.02.6	Formerly <i>Grounds for Termination</i>	Moved <i>Tenure Advisory Committee</i> definition and explanation	Tenure Advisory Committee (TAC) is referenced in subsequent sections and is now defined before it is used.
04.02.7	Different kinds of termination undefined	Revised section title: "Definitions of termination" Converted paragraph explanation of termination types (revocation of tenure, non-reappointment, and termination) into a definition list Moved adequate cause phrase, added definition of adequate cause. Original revised definition had inserted reference to faculty conduct OP	Change clarifies types of termination before the termination processes are outlined. Revisions recommended by the Faculty Senate check termination decisions against faculty members' academic freedom and constitutional rights, rather than against a local faculty conduct policy.
04.02.08	Section headings not comprehensive	Revised section title: "Termination review procedures for tenure revocation, non-reappointment, and termination cases" Inserted subsection headings, "Tenure revocation," "Non-reappointment," and "Termination"	New section headings better summarize and mark off important content.
	Description of equity in termination cases	Inserted "each [faculty] termination [case reviewed at the request of the faculty member]"	New statement distinguishes faculty termination from staff termination, and indicates that faculty members are responsible for requesting any decision reviews.
	Vague reference to resignation letter	Inserted "[will] offer [his or her resignation letter] in writing" Moved the former 0402.8.h statement about early notice to beginning of general termination section Inserted additional reason for early notice:	Change emphasizes action to be taken when faculty member does not contest a termination decision and seeks no appeal. Change links early resignation

		"and so that department objectives and student needs are met"	notices with smooth service to department and students, and not just ease for the university.
04.02.8 <i>contd</i>	Statement of presidential authority to suspend with pay	Moved to beginning of termination procedure section	Placement governs all procedures for all categories of worker, rather than just tenured faculty members.
	Reference to "procedural rights"	Inserted limiting phrase "procedural rights [appropriate to their appointment type]"	Phrase indicates that different procedures apply to different types of appointment.
	Termination procedures for tenured, TT, and non-TT faculty unclear and indistinct	Inserted phrase "The following tenure revocation review procedures outlined in subsections a-f apply to tenured faculty members"	Procedures in subsections a-f include Regent Board appeals, which tenured faculty members have rights to because the Board of Regents awarded that tenure in the first place (04.02.4.e[4]).
04.02.08.a	Description of charge filing	Clarified charges as referring to "tenure revocation"	Change is in line with preceding change in 04.02.08 that limits subsections a-f to tenured faculty members.
	Groups involved in "mediated differences" not specified	Inserted "between the faculty member and the university"	New phrasing specifies the disagreeing parties
	Statement about when formal investigations should begin	Inserted "[If] such attempted mediation has failed and [after] the mediator has made a written report"	New phrasing does not assume that mediation will fail. The original paragraph's wordiness is also trimmed.
	Tenure Hearing Committee and Hearing Panel conflated	Replaced incorrect references to the Hearing Committee with references to the Hearing Panel throughout section	Changes identify the correct groups.
	Description of Hearing Panel formation	Removed phrase "two Hearing Committee members being elected at large"	Deletion removes excessive detail from procedural description.
04.02.08.b	Procedures originally unnumbered	Hearing Panel formation procedures numbered	Numbering and insertions of "Panel" add clarity.
04.02.08.f	Procedures for untenured and non-TT faculty still unclear	Inserted "The following procedures on non-reappointment and termination for cause apply to untenured tenure-track faculty members, and to non-tenure-track faculty members (04.02.4c) who have served fewer than six full years."	New sentence clarifies which kinds of faculty these procedures apply to.
04.02.08.g	Subsections g and h formerly positioned at the end of 04.02.09, as f and g	Moved subsections g and h to their current position after the tenure revocation review procedures for tenured faculty members.	New position groups all review paragraphs together, while distinguishing processes for tenured faculty from those for untenured TT faculty.
04.02.08.g and h	Introductions to all review procedures, faculty entitlements to their files, and definition of inadequate cause	Replaced "non tenure-track faculty member" with the more specific "untenured tenure-track faculty member"	Change clarifies all of the non-reappointment procedures as applying only to untenured TT people and 4c people who have served longer than 6 years. Change also excludes 4c people, whose reviews are governed by the grievance policy.

04.02.08.h(3)	Grounds for review: OP noncompliance phrasing ambiguous	Replaced "for significant noncompliance" with "significantly noncompliant"	New phrasing refers to decisions' procedural compliance; original phrasing implied faculty behavioral compliance.
04.02.08.i-m	Termination procedures for untenured faculty vague	Modified procedures for tenured faculty and inserted them as subsections i through m; eliminated references to Board, and made President the final appeal.	Changes indicate that Board action is not required for untenured faculty terminations because the President, not the Board, awards such appointments.
04.02.08.n	Section on procedures for termination	Summarized procedures for determining inadequate cause in immediate termination cases; referenced non- reappointment review process.	Change linked appeal procedures for non- reappointments and "inadequate cause" terminations, limiting final appeal to President.
04.02.09	Possible "tenure denial" recipients unclear.	Inserted "any non-reappointments, terminations, and tenure denials that are issued [to non-tenure-track faculty or to untenured tenure track faculty] for adequate cause"	New phrase is consistent with association of termination and non-reappointment with non-tenure-track faculty (4c), and tenure denial with untenured tenure-track faculty.