

5.02.03.70 Academic Tenure for Community Colleges



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Policy/Guideline Area

Personnel Policies

Applicable Divisions

Community Colleges

Purpose

The purpose of this policy is to establish the criteria and process regarding academic tenure at community colleges governed by the Tennessee Board of Regents. This policy applies only to full-time faculty with tenure or a tenure-track appointment.

Definitions

The following are general definitions of terms used in this policy. They are further defined in the subsequent sections of this policy.

- Academic Tenure – an indefinite faculty appointment conferred in recognition of faculty who have demonstrated sustained excellence in teaching, scholarship, and service. Tenure status is subject to system and institutional policies governing termination or separation from employment.
- Cause includes Unsatisfactory Performance and/or Misconduct as defined in TBR Policy 5.01.00.03, Faculty Disciplinary Action.
- Financial Exigency – the formal declaration by TBR that a community college faces an imminent financial crisis, that there is a current or projected lack of sufficient funds (appropriated or non-appropriated) for the college as a whole to maintain current programs and activities at a level sufficient to fulfill educational goals and priorities, and that the budget can only be balanced by extraordinary means that

include termination of existing and continuing academic and non-academic appointments.

- Faculty Member – an individual holding a position with instructional responsibilities for classes that earn credit as defined in [TBR Policy 5.02.01.00 Definition of Faculty](#). The different types of faculty appointments are explained in TBR Policies [5.02.07.00 Faculty Appointments at Community Colleges](#) and [5.02.02.30 Faculty Promotion at Community Colleges](#).
- Probationary Employment – period of full-time professional service by a faculty member for whom an appointment letter denotes a tenure-track appointment in which he/she does not have tenure and in which he/she is evaluated by the college for the purpose of determining his/her satisfaction of the criteria for a recommendation for tenure. Probationary employment provides an opportunity for the individual to assess his/her own commitment to the college and for the college to determine whether the individual meets its standard of quality and projected need.

Policy/Guideline

I. Introduction

- A. The Board affirms its commitment to tenure, which serves as an important safeguard for academic freedom as set forth in [TBR Policy 5.02.03.30 Academic Freedom and Responsibility](#), the advancement of knowledge, and the protection of intellectual independence. The Board further affirms its commitment to free speech and the First Amendment as set out in [1.03.02.60 Freedom of Speech and Expression](#).
- B. Tenure is awarded only by positive action by the Board, pursuant to the requirements and procedures of this policy. Only positive recommendations for tenure are considered by the Board. Tenure is specific to the college at which it is granted.

- C. The award of tenure recognizes a faculty member's demonstrated merit and affirms the expectation that they will continue to meet the long-term staffing and academic needs of their department, program, and college.
- D. Tenure is awarded to those members of the faculty who have exhibited professional excellence and outstanding abilities sufficient to demonstrate that their future services and performances justify the recognition and presumption of continued employment afforded by academic tenure.
- E. Tenure review is an important component of assessing each faculty member's professional work and maintaining academic quality at the college.
- F. TBR does not award tenure in non-faculty positions or to part-time faculty.
- G. These provisions in this policy are minimums and should be implemented in a manner appropriate to the individual missions, traditions, and needs of the colleges.
- H. Each college may establish, either in a college policy or other documents supplementing this policy, additional requirements for the eligibility of faculty for consideration for tenure. Any additional requirements must be consistent with this policy and applicable law.

II. Consideration for Tenure

- A. Community college policies must include specifically identifiable sections that define minimum eligibility requirements for consideration of tenure.
 - 1. Tenure Process
 - a. Each college policy must contain:
 - (1) A defined probationary period;
 - (2) Provisions for a tenure-track faculty member to be guided through the probationary period and tenure application process. Guidance may include provision of a mentor, pre-

tenure review, portfolio development workshops, and other assistance provided by a college;

- (3) A process that defines the levels of review to include peer review;
 - (4) Procedures associated with review by each level, with a clear description of materials that each level will review;
 - (5) A calendar or schedule of the review process; and
 - (6) The types and frequency of evaluation of probationary faculty members in the areas of teaching, service/outreach, and scholarship/creative activities/research.
- b. Colleges may request tenure upon appointment for candidates with extraordinary credentials.
 - c. Colleges shall provide for peer committees to have confidential individual tenure votes unless there is evidence that casts doubt upon the integrity of the peer committee. This policy shall be interpreted in a manner consistent with applicable law, including the Tennessee Public Records Act, codified in T.C.A. §§ 10-7-503 and 504.
 - d. Annual evaluations conducted by the candidate's department chair or other appropriate head of an academic program unit are an important aspect of the probationary process and the ability to meet criteria for tenure; therefore, colleges must provide a clear statement as to the role and methodology of evaluation in measuring those criteria relevant to assessing the merit of the probationary candidate.
 - e. Evaluation criteria may include provisions for providing a tenured faculty mentor who can address deficiencies in the candidate's progress towards tenure and provide feedback to the candidate.

2. Tenure Appointments

- a. Recommendations for or against tenure shall originate from the department or academic program unit in which the faculty member is assigned.
 - (1) The review shall include appropriate participation in the recommendation by tenured faculty in the department or academic program unit.
 - (2) Each department must develop a procedure to ensure that appropriate information relative to the candidate's teaching is available at the time he/she is considered for tenure. The recommendation for tenure must be made by the president to the chancellor and by the chancellor to the Board of Regents. In the event that tenure is awarded, the president shall furnish to the faculty member written confirmation of the award.
- b. The locus of tenure is awarded as appropriate in the department or academic program unit of the faculty member depending upon the organizational structure of the college.
- c. No other person shall have the authority to make any representation concerning tenure to any faculty member.
- d. Failure to give timely notice of non-renewal shall not result in the default attainment of tenure, but shall result in the right of the faculty member to another year of service at the college, provided that the faculty member has not delayed any outstanding appeals related to the tenure process.

3. Minimum Eligibility Requirements

- a. Employment Status. Tenure may be awarded only to:
 - (1) Regular Full-time faculty members who:

- (a) Hold academic rank as instructor, assistant professor, associate professor, or professor;
 - (b) Have been employed in a tenure-track appointment and have completed the minimum probationary period of service as stated in the college's policy and/or as agreed upon in writing and signed by the president or his/her designee; and
 - (c) Have been determined by the college to meet the criteria for tenure and have been so recommended.
- (2) Special Contract Faculty
- (a) Faculty members supported in whole or in part by funds available to the college on a short-term basis, such as grants, contracts, or foundation-sponsored projects, may be eligible for tenure if continuing support for such members can be clearly identified in the regular budget of the college.

4. Length of Probationary Employment

- a. Probationary faculty may be employed on annual tenure-track appointments for a probationary period which may not exceed six (6) years.
- b. The faculty member may apply for tenure following a probationary period of not less than five years, provided that exceptions to the minimum probationary period may be made under special circumstances upon recommendation by the president and approval by the chancellor.
- c. Upon approval of such an exception by the chancellor, the faculty member's recommendation for tenure will go forward to the Board.

5. Calculating the Probationary Period

- a. Only full-time continuous service at a college will be included in determining completion of the probationary period, unless the president approves a break in service.
 - b. Employment during summer terms and in part-time positions shall not be credited toward satisfying the probationary period.
- (1) Credit for Prior Service - The minimum probationary period of five years may include credit for prior service when agreed to by the president, and subject to the maximum permissible credit for prior service as noted below:
- (a) Credit toward completion of the probationary period may, at the discretion of the president, be given for a maximum of three years of previous full-time service at other colleges, universities, or institutes provided that the prior service is relevant to the institution's own needs and criteria. Any credit for prior service that is recognized and agreed to must be confirmed in writing at the time of the initial appointment.
 - (b) Credit toward completion of the probation period may, at the discretion of the president, be given for a maximum of three years of previous full-time service in a temporary faculty appointment or term appointment at the same institution or in an earlier tenure-track appointment at the same institution that has been followed by a break in service. Any credit for prior service in a temporary full-time faculty appointment at the same institution or in an earlier tenure-track appointment (at the same institution) that has been followed by a break in service must be recognized

and confirmed in writing in the appointment letter to a tenure-track position.

(2) Leave of Absence

- (a) The period of approved leave of absence shall be excluded from the required probationary period.
- (b) A tenure track faculty member may apply for a maximum of two, non-consecutive one-year leave increments.
- (c) Exceptions may be granted by the president of the college in writing prior to the leave of absence.
- (d) Exceptions may include:
 - (i) crediting the leave periods to the probationary period and/or
 - (ii) granting more than two, non-consecutive one-year increments .

(3) “Stopping the Tenure Clock”

- (a) A faculty member may request to “stop the tenure clock” during his/her probationary period when circumstances exist that interrupt the faculty member’s normal progress toward qualifying for tenure.
- (b) In such cases, the faculty member may request to “stop the tenure clock” for one-year if he/she demonstrates that circumstances reasonably warrant the interruption.
- (c) Reasons will typically be related to a personal or family situation requiring attention and commitment that consumes the time and energy normally addressed to faculty duties and professional development.

- (d) Examples may include childbirth or adoption, care of dependents, medical conditions or obligations, physical disasters or disruptions, military deployment, or similar circumstances.
- (4) Administrative Appointment
- (a) A faculty member appointed to an administrative position may remain eligible for tenure consideration.
 - (b) The faculty member must:
 - (i) qualify for tenure under the college's guidelines, and
 - (ii) maintain a significant involvement in academic pursuits including teaching, service/outreach, and scholarship/creative activities/research.
 - (c) The time (or prorated portion of time) spent in the administrative position may be credited toward completion of the probationary period.
- (5) Transfer to Another Department or Unit
- (a) When a faculty member is transferred to another department or unit, the faculty member may – with the approval of the president – elect to begin a new probationary period on the date the transfer occurs.
 - (b) If he/she does not so elect (and confirm this in writing to the president), time spent in the first appointment shall count toward establishing the minimum and maximum probationary period.

III. Criteria to be considered in Tenure Recommendations

- A. The criteria for a recommendation of tenure depend upon the nature, mission, and goals of the college at which tenure may be awarded and of the department and academic program unit in which a faculty member is employed.
 - 1. The faculty member must demonstrate willingness and ability to work effectively with colleagues and in a professional manner to support the mission of the institution and the common goals of both the institution and the academic organizational unit.
 - 2. Community colleges must identify criteria to be considered in tenure recommendations and specify in broad terms their relative importance. Those sections must clearly distinguish between:
 - 3. Criteria relevant to assessing the merit of the probationary candidate; and
 - 4. Criteria relevant to assessing the long-term staffing needs of the college and of the department or academic program unit to which the candidate is assigned.
- B. Criteria for tenure relate to the college's three traditional missions: teaching, service/outreach, and scholarship/creative activities/research. In the community college setting, effective teaching is of paramount importance.
 - 1. Teaching
 - a. Effective teaching is an essential qualification for tenure, and tenure should be granted only with clear and documented evidence of a candidate's teaching ability and potential for continued development.
 - b. Each of the items listed below must be submitted as evidence of effective teaching and be included in the teaching portfolio:
 - (1) Evidence of ability to organize and present subject matter in a logical and meaningful way,
 - (2) Evidence of effective strategies to motivate and stimulate student learning,

- (3) Statement of teaching philosophy,
- (4) Course materials (i.e., course syllabi, handouts, exams/evaluation instruments, instructional materials), and
- (5) Results of student evaluations for every course evaluated during the probationary period.

c. Additional types of documentation may also include:

- (1) Open-ended or other student input,
- (2) Student products,
- (3) Teaching recognition/awards,
- (4) Evidence of professional development in teaching,
- (5) Evidence of disciplinary or interdisciplinary program or curricular development,
- (6) Alumni surveys,
- (7) Student exit interviews,
- (8) Evidence of supervision of student projects and other forms of student mentorships, and
- (9) Evidence of excellence in teaching or mentoring, or both.

2. Service/Outreach

- a. Service and/or outreach encompass a faculty member's activities in college service, outreach or public service, and professional service.
- b. Evidence of performance in one or more of the following activities should be submitted. The college may determine each activity's relative weight and magnitude of importance.
 - (1) College service refers to activities other than teaching and scholarship performed at the department or college level. It is expected of every faculty member; indeed, colleges could hardly function without highly-engaged faculty who perform

committee work and other administrative responsibilities.

College service includes, but is not limited to, serving on departmental committees, advising students, and participating in college activities and on college committees. Activities such as membership on a specially appointed task force, serving as advisor to a college-wide student organization, and membership on a college search committee should be taken into account in consideration for tenure.

- (2) The outreach or public service function is the college's outreach to the community and society at large, with major emphasis on the application of knowledge for the solution of problems with which society is confronted. Outreach primarily involves sharing professional expertise and should directly support the goals and mission of the college. A vital component of the college's mission, public service must be performed at the same high levels of quality that characterize the teaching and research programs.

- c. Professional service refers to the work done for organizations related to the faculty member's discipline or to the teaching profession generally. Service to the profession includes activities such as service on statewide or TBR committees, guest lecturing on other campuses, and other appropriate activities.

3. Scholarship/Creative Activities/Research

- a. Candidates for tenure must present documented evidence of their scholarship, creative activities, and/or research.
- b. While each item listed as required under "Teaching" must be included, the weight and magnitude of evidence required for

activities in scholarship or creative activities or research will be set by the college.

- c. Such evidence should cite typical professional development activities such as presentations at a professional meeting, journal editorship, article and grant proposal review, performances, exhibitions, creative activities, as well as completing books, journal articles, or monographs, and other appropriate activities.
- d. The scholarship of teaching is a valid measure of research capability. It goes beyond doing a good job in the classroom; creative teachers should organize, record, and document their efforts in such a way that their colleagues may share their contributions to the art of teaching. Authoring appropriate textbooks or chapters within a book, writing educational articles, making presentations, and using innovative contributions to teaching, constitute scholarship of teaching.
- e. Performances, compositions, and other artistic creations are examples of appropriate creative activities. Documentation of such activities might include written reviews and evaluations by qualified peers.
- f. Publications in journals or media of similar quality are considered indicators of professional and/or scholarly activity.
- g. Publications that are reviewed by peers are more significant than those that are not subjected to such rigorous examination. It should be emphasized that quality is more important than quantity.

IV. Exceptions to Minimum Rank Qualifications

- A. The minimum rank qualifications should be met in every recommendation regarding appointment to academic rank and for promotion in academic rank.

V. Changes in Tenure and Tenure-track Status

A. Non-renewal of Probationary, Tenure-track Faculty

1. When tenure-track appointments of faculty are not to be renewed, the faculty member shall receive notice of the non-renewal for the ensuing academic year as follows:
 - a. In the first academic year of service:
 - (1) For appointments expiring at the end of the academic year, notice must be given no later than April 1 of that academic year.
 - (2) For appointments expiring at the end of the current calendar year, notice must be given no later than November 1 of that year.
 - (3) For appointments expiring during an academic year, notice must be given at least sixty (60) days prior to the expiration date.
 - b. In the second academic year of service:
 - (1) For appointments expiring at the end of the current academic year, notice must be given no later than February 1 of that academic year.
 - (2) For appointments expiring at the end of the current calendar year, notice must be given no later than August 1 of that year.
 - (3) For appointments expiring during academic year, notice must be given at least one hundred fifty (150) days prior to its termination.
 - c. In the third or subsequent academic year of service:

- (1) For appointments expiring at the end of the academic year, notice must be given no later than May 31 of the preceding academic year.
 - (2) For appointments expiring at the end of a calendar year, notice of non-renewal must be given no later than December 31 of the preceding year.
 - (3) The above stated dates are the latest dates for notice of non-renewal of faculty on tenure-track appointments. Each college may adopt annual dates that provide for longer notice of non-renewal.
2. Applicable time periods for notice of non-renewal are based upon actual years of service at the college at which the faculty member is currently employed and are in no way affected by any credit for prior service that may have been awarded.
3. Notice of non-renewal shall be effective upon delivery of the notice to the faculty member by either hand delivery, via email to the faculty member's college email account, or upon the date the notice is mailed, certified mail, return receipt requested, postage prepaid, to the faculty member at his/her home address of record with the college.
4. Where necessary to calculate time for notice of non-renewal, exclude the day the notice is served; count every day thereafter, including intermediate Saturdays, Sundays, and legal holidays; and include the last day, but if the last day is a Saturday, Sunday, or legal holiday, the period continues to run until the next day that is not a Saturday, Sunday, or legal holiday.
5. When a faculty member in a tenure-track appointment completes his/her probationary period and is not awarded tenure, the faculty member will be permitted to teach for another academic year (a terminal year). The

college should provide appropriate notice as early as possible but no later than June 30 prior to the start of the terminal year. Failure to provide notice will not result in an additional period of employment.

6. Faculty members on tenure-track appointments may have their employment terminated for any reason that would justify termination of other faculty members. The process for termination of faculty employment is discussed in TBR Policy 5.01.00.03 Faculty Disciplinary Action.
7. The non-renewal or non-reappointment of any faculty member on a tenure-track appointment does not necessarily carry an implication that his/her work or conduct has been unsatisfactory.
8. Neither non-renewal of a tenure-track faculty appointment during the probationary period nor denial of tenure is appealable to the chancellor.

B. Transfer of Tenure

1. A faculty member tenured in an academic program unit may be transferred to another academic program unit. In such cases, the transfer will be made with tenure; moreover, the tenure appointment will be transferred to the new academic program unit. In no instance may the faculty member be compelled to relinquish tenure as a condition for effecting the transfer.
2. When a faculty member with tenure is appointed to an administrative position, he/she will retain tenure in the former faculty position only; and a faculty member otherwise eligible for tenure who also holds a non-faculty position may be awarded tenure in the faculty position only, subject to the requirements of this policy and [TBR Policy 5.02.01.00 Definition of Faculty](#).

C. Expiration of Tenure

1. Tenure status shall expire upon retirement. Tenure shall also expire in the event of permanent physical or mental inability of a faculty member, as established by an appropriate medical authority, that prevents the faculty member from performing the essential functions of the job, either with or without reasonable accommodation.

D. Relinquishment of Tenure

1. A faculty member shall relinquish or waive his/her right to tenure upon resignation, termination of employment, or upon failure to report for service at the date designated by the college at or prior to the beginning of any academic term, which shall be deemed to be a resignation unless, in the opinion of the president, the faculty member has shown good cause for such failure to report.

E. Termination of Tenure for Reason of Financial Exigency

1. The employment of a tenured faculty member may be terminated as a result of financial exigency at a college subject to TBR declaration that such financial conditions exist. TBR Policy [5.02.06.00 Financial Exigency](#).

F. Termination of Tenure for Curricular Reasons

1. The employment of a tenured faculty member may be terminated because:
 - a. An academic program is deleted from the curriculum; or
 - b. Of substantial and continued reduction of student enrollment in a field or discipline.
2. Before declaring that curricular reasons exist, the president will ensure meaningful participation by the college's representative faculty body in identifying the specific curricular reasons, evaluating the long-term effect on the college's curriculum and its strategic planning goals, and judging the advisability of initiating further action.

3. Prior to initiating the process described below, the president will present—either verbally or in writing—a description of curricular reasons that may warrant the termination of a tenured faculty member's employment.
4. A college must present the reasons for the curricular reasons warranting termination to a representative faculty body, and that body will have the opportunity to respond in writing to the president before action described below is initiated.
5. Each of these reasons for termination of tenure for curricular reasons must denote shifts in staffing needs that warrant greater reductions than those which are accommodated annually in light of shifting positions from one department to another or among colleges to handle changing enrollment patterns.

G. Process for Termination of Tenure for Financial Exigency and/or Curricular Reasons

1. Upon determining that termination of employment of one or more tenured faculty members is required for financial exigency and/or curricular reasons, the president shall furnish each faculty member whose employment is to be terminated a written statement of the reasons for the termination.
 - a. Those reasons shall address fully the curricular circumstances that warranted the termination and shall indicate the manner and the information upon which the decision was reached regarding which faculty members' employment would be terminated.
 - b. The president's written statement shall also indicate that the faculty member has the opportunity to respond in writing stating any objections to the decision.
2. The president's decision to terminate a tenured faculty member's employment for financial exigency and/or curricular reasons is subject to

appeal in accordance with the terms of [1.02.11.00 Appeals to the Chancellor](#).

3. When a tenured faculty member's employment is terminated for curricular reasons, the position will not be filled by a new appointee with the same areas of specialization as the terminated faculty member within a period of three years unless the terminated faculty member has been offered, in writing, reappointment to the position at his/her previous rank, tenure, and salary (with the addition of an appropriate increase which, in the opinion of the president, would constitute the raise(s) that would have been awarded during the period that he/she was not employed).
4. Upon determining that termination of employment of one or more tenured faculty members is warranted for curricular reasons, the president shall base his/her decision about which faculty member(s) employment should be terminated upon his/her assessment as to what action would least seriously compromise the educational programs in a department or division.
5. Termination for curricular reasons presumes a staffing pattern in a department or academic program unit that cannot be warranted either by comparison with general load practices within the college or by comparison with faculty loads in comparable departments or academic program units at similar colleges. In that light, the president shall also, at his/her discretion, base his/her decision on a careful assessment of the impact of the curricular reason on staffing requirements in the department or academic program unit as compared to overall patterns in the college and to comparable departments or academic program units.
6. Unless the president demonstrates that an exception should be made to minimize qualitative compromise of an educational program, the following considerations should guide the president in determining the order of

faculty reductions in a department or academic program unit where termination of tenured faculty is proposed for curricular reasons. These considerations should not be construed as being mandatory, as the president's decision should be based on the best interests of the students and the college:

- a. Quality of performance, particularly teaching, shall be the prime consideration, which the president is permitted to value over other criteria.
 - b. Part-time faculty appointments should not be renewed if tenured faculty positions are terminated.
 - c. Temporary faculty or tenure-track faculty appointments in the probationary period should not be renewed if tenured faculty positions are terminated.
 - d. Among tenured faculty, those with higher rank should have priority over those with lower rank.
 - e. Among tenured faculty with comparable rank, those with appropriate higher academic degrees should have priority over those with lower degrees.
 - f. Among tenured faculty with comparable rank and comparable degrees, those with greater seniority in rank should normally have priority over those with less seniority.
7. When a tenured faculty member's employment is to be terminated for curricular reasons, the president will make significant effort to relocate the tenured faculty member in another existing vacant position for which he/she is qualified. In instances where, in the opinion of the president, relocation within the college is a viable alternative, the college has an obligation to make significant effort to relocate the faculty member,

including the bearing of reasonable retraining costs. The final decision on relocation is within the discretion of the president.

H. Contextual Application of Terms

1. "Program is deleted from the curriculum" means that TBR takes formal action to terminate a degree major, concentration, or other curricular component and that such termination eliminates or reduces need for faculty qualified in that discipline or area of specialization.
2. "Substantive and continued reduction of student enrollment in a field" means that over a period of at least three (3) years, student enrollment in a field has decreased at a rate in considerable excess of that of the college as a whole and that such reduction has resulted in faculty-student ratios that, in the opinion of the president, cannot be warranted either by comparison with equivalent faculty load practices within the college or by comparisons with faculty loads in comparable departments or academic program units at similar colleges which the president would deem to be appropriate for comparison.

I. Termination of Employment and Suspension

1. TBR Policy 5.01.00.03 Faculty Disciplinary Action governs the process for disciplining faculty members and sets forth the procedures for considering whether a suspension, termination of employment, or other disciplinary action is appropriate.
2. Termination of employment is a relinquishment of tenure.

Sources

Authority

T.C.A. §§ 49-8-203; 49-8-301 and 302; 10-7-503 and 504

History

TBR Meeting April 2, 2004; Ministerial changes Sept 4, 2018. Revised TBR Board Meeting September 19 & 20, 2019; Ministerial changes August 23, 2023; Board approved revisions June 12, 2026 (effective July 1, 2026).

This policy is a result of a comprehensive revision of former TBR Policy 5.02.03.00, Academic Freedom, Responsibility and Tenure. The former policy included provisions related to academic freedom and responsibility and tenure in both universities and community colleges. The revision, approved by the Tennessee Board of Regents on April 2, 2004, created a separate policy on academic freedom and responsibility pertinent to both universities and community colleges, established separate policies relative to tenure for universities and community colleges, and instituted separate policies on faculty appointments for universities and community colleges. Faculty members appointed prior to July 1, 2004, may elect to be considered for tenure under the provisions of Policy 5.02.03.00 or under the revised policy for a four-year phase-in period. The revised policy will be applicable to all tenure action taken on or subsequent to July 1, 2008, for faculty whose employment began on or after July 1, 2004.

NOTE: This policy became effective on July 1, 1976, as to all faculty then or thereafter employed in the Tennessee Board of Regents' System. The minimum qualifications and requirements for eligibility for an award of tenure applied to all faculty who had not previously been expressly awarded tenure by the Board, and the previous probationary period for such faculty was extended to a maximum of seven years. Faculty who had previously been awarded tenure retained their tenured status under this policy, subject to its terms and conditions.

The definition of academic tenure shall become effective January 1, 1984. That definition shall only apply to faculty tenured subsequent to the effective date. For faculty members tenured previous to January 1, 1984, the applicable definition of tenure shall be: "a status pursuant to which the academic year appointments of full-time faculty who have been awarded tenure are continued at a college until the expiration or relinquishment of that status, subject to termination for adequate cause for financial exigency or curricular reasons (see policy adopted June 25, 1976)."

Related Policies

[1.02.11.00 Appeals to the Chancellor](#)

[5.02.01.00 Definition of Faculty](#)

[5.02.02.30 Faculty Promotion at Community Colleges](#)

[5.02.06.00 Financial Exigency](#)