

MODIFICATION OF THE TENURE POLICY  
(Board of Trustees meeting, November 17, 1985)

The teaching faculty working with the Dean of Instruction and the Vice President for Academic Affairs recommended that the section of the Teaching Faculty Policy Manual dealing with tenure ceiling be altered as appears on the following three pages. The president agrees with the changes and recommends their approval.

The finished product follows on the fourth page. The Manual is in loose leaf form in order that the old may be taken out and the new inserted.

## 19 7. TENURE CEILING

- a. Each academic division (Business Administration, Humanities, Nursing, Science and Mathematics, Social Sciences, Teacher Education) and the St. Croix Campus will have a tenure ceiling of 55%.
- b. The tenure ceiling is in effect while the number of tenured faculty, plus the number of faculty on tenure track appointments, would cause the total of such positions in a division (including St. Croix) to exceed 55% of the total number of approved full time positions in the College's operating budget for that division.
- c. The tenure ceiling will apply only to faculty hired subsequent to August 15, 1978.
- d. When the number of tenured faculty plus tenure track faculty in a division exceeds 55%, no tenure can be granted to faculty of that division hired after the tenure ceiling is adopted until the number goes below 55%, and can be increased without exceeding that ceiling.
- e. When a faculty member is hired with a tenure ceiling in effect, he/she will be clearly informed that the appointment is to a non-tenure track position, and that it cannot be extended beyond seven years.
- f. Exceptions to #d and #e can be made under the following circumstances:
  - i. if, during the faculty member's service at the College, a tenure track position becomes available in his/her division (including St. Croix as a division for this purpose) all faculty hired under condition #e working within that division will have a chance to apply for the tenure track position. The decision among the applicants will be made by FRAC, with recommendations made by the Division Chairperson, The Dean of Instruction and the Vice President for Academic Affairs involved and the Academic Dean. FRAC may, of course, decide that none of the applicants merit a positive decision, and elect to keep the position open. Any successful applicant for a tenure track opening must serve the presently established number of years at the College before being considered for tenure. Any unsuccessful applicant may apply for subsequent tenure track positions which become available in his/her division.

The applicant who, immediately after being placed on tenure track, becomes eligible for tenure consideration, may elect to postpone his/her review before FRAC for up to one year after securing such tenure track position.

~~Additionally, his/her service prior to consideration for tenure must include at least three years beyond the FRAC decision to put the person on a tenure track.~~

- ii. If in the opinion of the Dean of Instruction, The Vice President for Academic Affairs, and the President, an outstanding candidate exists ~~who should be hired~~ for a tenure track position, even though the ceiling in the division has been reached, the President may recommend to the Board of Trustees that that person be awarded a tenure track position.

Before making such a recommendation, the Dean of Instruction, the Vice President for Academic Affairs, and the President shall consult with the division chairperson involved and shall obtain a recommendation from FRAC. Only the Board of Trustees will have authority to make such exceptions to the tenure ceiling, and no contractual commitments can be made before formal approval occurs. However, no such recommendation can be made if the result would be to increase the number of tenured positions and tenure track positions in the division beyond 75% of the total number of approved full-time positions in the College's operating budget for that division.

- iii. If, in the opinion of the Division Chairperson, an outstanding record has been compiled by a faculty member hired under condition #e, ~~who has not had an opportunity to compete for a tenure track position~~ and who is in the sixth year of his/her appointment, ~~(and a good possibility exists that a tenure track position will be available in the near future)~~, the Chairperson may recommend to the Dean of Instruction, the Vice President for Academic Affairs and the President that a further three year contract be considered in order to provide the faculty member with an opportunity to apply for a tenure track position in case one should become available in his/her division during that three year period.

This contract would be subject to the same process of approval as other probationary appointments. If the contract is granted, it can under no circumstances be extended beyond the three-year period. If, during that period, a tenure position opens in the division, the faculty member will be eligible to compete for it as stated in #f(i) above.

Recommended Revisions Approved at  
Faculty Meeting of May 2, 1985

7. TENURE CEILING

- a. Each academic division (Business Administration, Humanities, Nursing, Science and Mathematics, Social Sciences, Teacher Education) and the St. Croix Campus will have a tenure ceiling of 55%.
- b. The tenure ceiling is in effect while the number of tenured faculty, plus the number of faculty on tenure track appointments, would cause the total of such positions in a division (including St. Croix) to exceed 55% of the total number of approved full-time positions in the College's operating budget for that division.
- c. The tenure ceiling will apply only to faculty hired subsequent to August 15, 1978.
- d. When the number of tenured faculty plus tenure track faculty in a division exceeds 55%, no tenure can be granted to faculty of that division hired after the tenure ceiling is adopted until the number goes below 55%, and can be increased without exceeding that ceiling.
- e. When a faculty member is hired with a tenure ceiling in effect, he/she will be clearly informed that the appointment is to a non-tenure track position, and that it cannot be extended beyond seven years.
- f. Exceptions to #d and #e can be made under the following circumstances:
  - i. If, during the faculty member's service at the College, a tenure track position becomes available in his/her division (including St. Croix as a division for this purpose) all faculty hired under condition #e working within that division will have a chance to apply for the tenure track position. The decision among the applicants will be made by FRAC, with recommendations made by the Division Chairperson, the Dean of Instruction, and the Vice President for Academic Affairs. FRAC may, of course, decide that none of the applicants merit a positive decision, and elect to keep the position open. Any successful applicant for a tenure track opening must serve the presently established number of years at the College before being considered for tenure. Any unsuccessful applicant may apply for subsequent tenure track positions which become available in his/her division.

The applicant, if successful, will be hired on a  
tenure track, becomes eligible for tenure

consideration, may elect to postpone his/her review before FRAC for up to one year after securing such tenure track position.

- ii. If in the opinion of the Dean of Instruction, the Vice President for Academic Affairs, and the President, an outstanding candidate exists for a tenure track position, even though the ceiling in the division has been reached, the President may recommend to the Board of Trustees that that person be awarded a tenure track position. Before making such a recommendation, the Dean of Instruction, the Vice President for Academic Affairs, and the President shall consult with the division chairperson involved and shall obtain a recommendation from FRAC. Only the Board of Trustees will have authority to make such exceptions to the tenure ceiling, and no contractual commitments can be made before formal approval occurs. However, no such recommendation can be made if the result would be to increase the number of tenured positions and tenure track positions in the division beyond 75% of the total number of approved full-time positions in the College's operating budget for that division.
- iii. If, in the opinion of the Division Chairperson, an outstanding record has been compiled by a faculty member hired under condition #e who is in the sixth year of his/her appointment, the Chairperson may recommend to the Dean of Instruction, the Vice President for Academic Affairs, and the President that a further three year contract be considered in order to provide the faculty member with an opportunity to apply for a tenure track position in case one should become available in his/her division during that three year period. This contract would be subject to the same process of approval as are other probationary appointments. If the contract is granted, it can under no circumstances be extended beyond the three-year period. If, during that period, a tenure position opens in the division, the faculty member will be eligible to compete for it as stated in #f(i) above.