

ARTICLE 19 TENURE

19.1 Definition and Policy.

(a) Tenure is one of the principal means by which the quality of the University is developed and maintained, is an indispensable element of a quality university, and is awarded to a faculty member based upon his/her demonstration of excellence in teaching, excellence in scholarship, and continuing meaningful contributions in service.

(b) The award of tenure means that tenured faculty members will be reappointed annually until voluntary resignation, retirement, removal for just cause, or layoff.

(c) A faculty member ~~shall normally be considered for tenure during the sixth year of continuous service in a tenure-earning position including any prior service credit granted.~~ **is eligible to be considered for tenure during the fourth, fifth, or sixth year of continuous service in a tenure-earning position. The sixth year is the final opportunity to be considered.** If a faculty member is considered for tenure at a time other than in his/her sixth year of tenure-earning service, the criteria for tenure shall be those that would be applicable to that faculty member in his/her sixth year.

(d) The candidate's rank at the time of the tenure application shall not be a factor in consideration for tenure.

(e) Each tenure-earning faculty member shall annually be provided a copy of the University tenure criteria and the interpretations/clarifications of those criteria that the department must adopt and include in its bylaws.

(f) During the period of tenure-earning service, the non-reappointment provisions of this Agreement shall apply.

19.2 Tenure upon Appointment.

(a) Tenure may be granted to a faculty member at the time of initial appointment, upon the recommendation of the Provost and Vice President for Academic Affairs and approval by the University Board of Trustees. The Provost and Vice President for Academic Affairs shall consider the recommendation of the faculty of the department or equivalent unit prior to making the final tenure recommendation to the Trustees.

(b) The tenure recommendation shall be made at the Trustee meeting immediately following the acceptance of employment, if practicable.

19.3 Tenure Eligibility.

(a) Faculty members with the rank of Assistant Professor, Associate Professor, or Professor are eligible to apply for tenure. The Trustees may designate other positions as tenure earning and shall notify the faculty of such status at the time of initial appointment.

- (b) Tenure shall be in a department or other appropriate academic unit of the University.
- (c) Tenure shall not extend to the administrative appointment of a faculty member.
- (d) Only those faculty members with a terminal degree in an appropriate discipline shall be eligible for tenure.
- (e) Full-time service for the purpose of tenure eligibility shall mean employment at 1.0 FTE during at least thirty-nine (39) weeks of any calendar-year or academic-year contract. Employment for one semester shall constitute one-half year of tenure-earning service.
- (f) Part-time service of a faculty member employed at least one semester in any twelve (12) month period shall be accumulated. For example, two (2) semesters of half-time service shall be considered one-half year of service toward the period of tenure-earning service.
- (g) Required Years at UNF.
 - (1) A faculty member who is hired as an Assistant Professor shall have at least three years of tenure-earning service at UNF before applying for tenure.
 - (2) A faculty member who is hired as an Associate Professor or Professor shall have at least ~~two~~ **three** years of tenure-earning service at UNF before applying for tenure, unless the faculty member is awarded tenure upon appointment, pursuant to Section 19.2.
- (h) A faculty member shall not be promoted to the rank of Professor without having achieved tenure, unless both actions occur simultaneously.

19.4 Credited Service Toward Tenure.

- (a) ~~At the time of the initial appointment, the President or designee may credit a faculty member with tenure-earning service from another institution of higher education. Such credit, which shall be specified in the employment contract, shall be limited to not more than two (2) years of tenure-earning service for an Assistant Professor, and not more than three (3) years for an Associate Professor or Professor. Because an Assistant Professor, Associate Professor and Professor are eligible for tenure after the third year of tenure-earning service at UNF, no credit toward tenure from service at another institution of higher education is awarded. However, faculty members may use accomplishments at another institution, particularly in the area of research/scholarship/creative activity, in support of their candidacy for tenure at UNF.~~
- (b) If a faculty member is initially appointed to the rank of Instructor or to another non-tenure-earning rank and is subsequently appointed to a tenure-earning position, all or a portion of the prior service in such non-tenure-earning position may be counted toward tenure provided that the University President or designee agrees in writing to credit such service.
- (c) ~~Where a faculty member is credited with tenure-earning service at the time of initial appointment, the faculty member prior to formal application for tenure may withdraw all or a portion of such credit once.~~

~~(d)~~(c) If a faculty member is on compensated or uncompensated leave (except annual leave) during any part of a semester, the entire semester shall not be credited as time accrued toward tenure, except by mutual written agreement of the faculty member and the University Administration. In deciding whether to credit such leave, the University Administration shall consider the duration of the leave, the relevance of the faculty member's activities while on such leave to the tenure and/or promotion criteria, the relevance of the faculty member's activities while on such leave to the faculty member's professional development and field of employment, and other appropriate factors.

~~(e)~~(d) Time spent on a joint appointment or approved personnel exchange program for the benefit of the University, or a special assignment that benefits the University, shall be counted toward tenure eligibility unless there is a written agreement to the contrary between the faculty member and the University Administration.

~~(f)~~(e) Upon written request, in exceptional circumstances the President or designee may extend the tenure-earning period.

No additional changes