

UNF Board of Trustees

June 16, 2005

Issue: Tenure Nominations

Proposed action: Approval

Background information:

An individual can achieve tenure in two distinct ways: 1) tenure decision, and 2) tenure upon appointment. The tenure nominations before the committee were all considered through the tenure decision process.

Tenure decision is by far the more common of the two methods. An individual is hired typically as an assistant professor. After six years of employment, the individual goes through a review to determine if tenure is to be awarded on the basis of meritorious performance. At the University of North Florida, the candidate is evaluated by his or her department colleagues, the department chair, the college dean, a university central committee, and the provost. Using the input provided by each of these groups and individuals, the president reviews the candidates for tenure. Based on the president's review, a recommendation is made to the University of North Florida Board of Trustees for its approval. The Board of Trustees' approved list is forwarded to the Florida Board of Education.

Tenure upon appointment is restricted to the hiring of senior administrators or distinguished faculty. The candidate must receive a positive vote from the relevant disciplinary department, even if the appointment is in an administrative capacity. UNF agrees to award tenure as a condition of appointment in order to be competitive in hiring these individuals. The provost and the president also conduct a thorough review of all instances of tenure on appointment.

Following University rules, policies, and procedures for granting of tenure, the president is recommending the faculty listed on the attachment.

Supporting documentation: List of tenure nominees