

12.01.01 Institutional Rules for Implementing Tenure

Approved [August 13, 2019](#)

Next Scheduled Review: August 13, 2024



Regulation Summary

This regulation provides guidance to system academic institutions of The Texas A&M University System (system) in the development of rules for implementing tenure, and also establishes the criteria by which faculty may be evaluated with respect to tenure decisions.

Regulation

1. Each system academic institution must adopt a rule for implementing System Policy *12.01, Academic Freedom, Responsibility and Tenure*. The member rule must include, but need not be limited to the following:
 - (a) the methods for appointing or electing required committees;
 - (b) the procedures for providing faculty with a written statement of tenure conditions when employment is initiated;
 - (c) the procedures for giving notices to faculty regarding tenure or non-reappointment decisions;
 - (d) the use of tenure review committees or peer review committees in the tenure evaluation process;
 - (e) the steps for review of tenure recommendations through administrative channels;
 - (f) clarification of the definition of faculty for tenure considerations;
 - (g) the basis on which tenure is determined;
 - (h) authorized extensions of the probationary period to permit a possible “time-out” due to special conditions or in order to pursue special opportunities; and
 - (i) the identification of committees to hear cases of financial exigency.
2. Each system academic institution will make available to its faculty copies of System Policy *12.01, Academic Freedom, Responsibility and Tenure*, this regulation, and the member rule(s) for implementing System Policy *12.01*.
3. Guidelines for the granting of tenure will include: (See System Policy *12.06, Post-Tenure Review of Faculty and Teaching Effectiveness*, for consistency.)
 - (a) Teaching Effectiveness;

- (b) Research, Creative Activities, and Other Scholarly Endeavors;
- (c) Student Advising, Counseling, and Other Student Services;
- (d) Committee and Administrative Service to University;
- (e) Service to Profession, Community, State or Nation;
- (f) Professional growth;
- (g) Quality of Patient Care, where applicable; and
- (h) Patents or Commercialization of Research, where applicable.

The emphasis may differ because of the differences in institutional missions and academic specialty, but teaching effectiveness is essential.

4. Evaluation of teaching effectiveness must include not only student evaluations, but also necessary and appropriate techniques cited in System Policy *12.06*.
5. All tenure recommendations must include peer review of the faculty member's record of professional achievement.
6. Each system academic institution will publish its list of criteria which are applicable to the evaluation of faculty for the granting of tenure. Criteria must specify the kinds of evidence that will be used in support of the evaluation of a faculty member being considered for tenure.
7. Faculty who hold joint appointments with other departments or with other system agencies must be informed of the criteria for evaluation that apply to their shared activities, and appropriate consideration will be given to those activities.
8. Annual performance reviews are an important part of the tenure review process. If performance of a faculty member seeking tenure does not show progress toward meeting institutional expectations, action should be taken to not renew the appointment of the individual on the basis of annual performance reviews prior to the final tenure review.
9. In lieu of the annual performance review in the fourth year, all tenure track faculty must receive a comprehensive review to determine the progress toward meeting all tenure requirements established in the tenure track appointment. If a tenure track faculty is not progressing adequately toward the requirements for tenure, action will be taken to non-renew the appointment of the individual.
10. The granting of tenure to faculty members is a prerogative reserved for the board. Recommendations for granting of tenure will be presented by agenda item from the system academic institution's president, with endorsement by the vice chancellor for academic affairs and the chancellor, for board consideration.

Related Statutes, Policies, or Requirements

[System Policy 12.01, Academic Freedom, Responsibility and Tenure](#)

[System Policy 12.06, Post-Tenure Review of Faculty and Teaching Effectiveness](#)

Prior to August 2019, this regulation was published as System Policy 12.02, *Institutional Procedures for Implementing Tenure*.

Member Rule Requirements

A rule is required to supplement System Policy 12.01, *Academic Freedom, Responsibility and Tenure*. See Section 1.

Contact Office

System Office of Academic Affairs
(979) 458-6072