

**COMMITTEE REPORT OF ADOPTION OF POLICY RECOMMENDATION**

**DATE:** March 24, 2017  
**TO:** Adam Swenson, Faculty President  
**FROM:** Personnel Planning and Review Committee  
**BY:** Sheila K. Grant, Committee Chair  
Daisy Lemus, Executive Secretary

**Name of proposed policy: Section 641.2.4 (Advanced Award of Tenure)**

At its meeting on December 14, 2016 the PP&R Committee adopted a policy recommendation by passing the following motion:

**MSP:** That Section 641.2.4. in the *Administrative Manual* be revised to clarify the criteria for advanced award of tenure. Many faculty and reviewing agencies have failed to explain why early tenure is advantageous to the University (as is required by Section 641.2.4). PP&R has listened to our Provost's thoughts about early tenure and suggests modifying the language in Section 641.2.4 to give faculty and reviewing agencies a better idea of what types of activities could be advantageous to the University.

**Current policy or catalog copy:****Section 641.2.4 (Advanced Award of Tenure)**

## 4. Advanced Award of Tenure.

The President in special circumstances, and after consultation with the Personnel Planning and Review Committee, may award tenure to any probationary academic employee earlier than the normal probationary period otherwise provided in this Section, when the determination is made that such early award of tenure is advantageous to the institution. It is the responsibility of the positively recommending agencies to explain why it is advantageous for the institution to grant early tenure.

**Proposed policy or catalog copy (with changes):**

**Section 641.2.4 (Advanced Award of Tenure)**

4. Advanced Award of Tenure.

The President in special circumstances, and after consultation with the Personnel Planning and Review Committee, may award tenure to any probationary academic employee earlier than the normal probationary period otherwise provided in this Section, when the determination is made that such early award of tenure is advantageous to the University's institution mission, programmatic needs, or priorities. It is the responsibility of the positively recommending agencies to explain why it is advantageous ~~for the institution~~ to grant early tenure.

**Proposed policy or catalog copy (clean copy)**

**Section 641.2.4 (Advanced Award of Tenure)**

4. Advanced Award of Tenure.

The President in special circumstances, and after consultation with the Personnel Planning and Review Committee, may award tenure to any probationary academic employee earlier than the normal probationary period otherwise provided in this Section, when the determination is made that such early award of tenure is advantageous to the University's mission, programmatic needs, or priorities. It is the responsibility of the positively recommending agencies to explain why it is advantageous to grant early tenure.

**Summary of Supporting Reasons**

Section 641.2.4 (Advanced Award of Tenure) has been modified to more clearly explain to faculty and recommending agencies what types of activities could be advantageous to the University. The previous wording was unclear, often leading both faculty and recommending agencies to failing to explain requests and recommendations for advanced award of tenure in RTP materials.