

Tenure Date Clarification

Current text:	Proposed text:
<p>DEADLINE FOR TENURE DECISIONS CONCERNING PROBATIONARY FACULTY</p> <p>Before the end of the probationary period, a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given by letter dated and postmarked before the end of the penultimate year of the maximum probationary period. For faculty with a nine-month appointment with a tenure start date of August 16, the penultimate year ends on May 15. For faculty with a nine-month appointment with a tenure start dates of January 1, the penultimate year ends on December 31. For faculty with a twelve-month appointment, the penultimate year ends on August 15. If notice is not given in the time and manner stated above, the appointment of the faculty member will thereafter be a continuous (or tenured) appointment.</p>	<p>DEADLINE FOR TENURE DECISIONS CONCERNING PROBATIONARY FACULTY</p> <p>Before the end of the probationary period, a decision will be made to grant or deny tenure. If the decision is to deny tenure, notice will be given by letter dated and postmarked before the end of the penultimate year of the maximum probationary period. For faculty with a tenure start date of August 16, the penultimate year ends on May 15. For faculty with a tenure start date of January 1, the penultimate year ends on December 31. If notice is not given in the time and manner stated above, the appointment of the faculty member will thereafter be a continuous (or tenured) appointment.</p>

The Columbia Faculty Manual, p.25

Current text:

If the University Committee on Tenure and Promotion finds that the proposed criteria and procedures are consistent with the guidelines in the Faculty Manual and the guidelines published by the University Committee on Tenure and Promotion and that they are sufficiently clear, then the University Committee on Tenure and Promotion shall approve the criteria and procedures, which then become effective on the next tenure start date , August 15 or January 1 next occurring, unless otherwise specified. The decision of the University Committee on Tenure and Promotion should be conveyed to the unit within 120 academic days after the University Committee on Tenure and Promotion receives the proposed criteria and procedures. An “academic day” is a week day during the nine-month period when the university is in session.

Proposed Text:

If the University Committee on Tenure and Promotion finds that the proposed criteria and procedures are consistent with the guidelines in the Faculty Manual and the guidelines published by the University Committee on Tenure and Promotion and that they are sufficiently clear, then the University Committee on Tenure and Promotion shall approve the criteria and procedures, which then become effective on the next tenure start date , August 16 or January 1 next occurring, unless otherwise specified. The decision of the University Committee on Tenure and Promotion should be conveyed to the unit within 120 academic days after the University Committee on Tenure and Promotion receives the proposed criteria and procedures. An “academic day” is a week day during the nine-month period when the university is in session.

Current text:

A tenure and promotion file will be started at the time a faculty member is hired. This file will include hiring dates, rank, penultimate dates for tenure consideration and such review forms as dictated by campus and system policy. The file will be maintained in the office of the campus associate dean for academic affairs.

Proposed text:

A tenure and promotion file will be started at the time a faculty member is hired. This file will include the hiring date, tenure clock start date, rank, penultimate date for tenure consideration and such review forms as dictated by campus and system policy. The file will be maintained in the office of the campus associate dean for academic affairs.

NUMBER: ACAF 1.00

SECTION: Academic Affairs

SUBJECT: Recruitment and Appointment of Tenured, Tenure-Track, and Non-Tenure-Track Faculty

Current text:

4. Tenure Clock Start Date for New Tenure-Track Faculty: Tenure-track faculty will normally begin employment at the University on either January 1 or August 16. All new faculty not beginning employment on January 1 or August 16, regardless of basis or hiring date, can be assigned official tenure-track status only on January 1 or August 16, whichever is the next date following the faculty member's hiring date. The hiring authority will ensure that the appropriate date, specifying when the faculty member's official tenure-track status will begin, is included in the individual's offer letter.

Proposed text:

4. Tenure Clock Start Date for New Tenure-Track Faculty: All new faculty not beginning employment on January 1 or August 16, regardless of basis or hiring date, can be assigned official tenure-track status only on January 1 or August 16, whichever is the next date following the faculty member's hiring date. The hiring authority will ensure that the appropriate date, specifying when the faculty member's official tenure-track status will begin, is included in the individual's offer letter.

Tenure Effective Date for Faculty Hires with Tenure: All faculty hires with tenure are contingent upon the Board of Trustees' approval. If the Board of Trustees' approval is received prior to the hire date or date of employment, the hire date and tenure date are the same. If the faculty hire date or date of employment occurs prior to the official Board of Trustees' approval, the tenure effective date will be either January 1 or August 16, whichever is the next date following the faculty member's hiring date. The hiring authority will ensure that the appropriate date is recorded and notify the faculty member in writing.