

Texas Woman's University Regent Policy

Regent Policy Name: Faculty Appointment, Tenure, Performance, and Review Policy

Regent Policy Number: Regent Policy: C.30210

POLICY STATEMENT

Texas Woman's University ("TWU" or "University") seeks to ensure fair and equitable employment practices for all faculty members. TWU shall establish regulations and procedures regarding academic appointments, performance, reviews, disciplinary processes, promotions, and tenure for members of its faculty ranks. Such regulations and procedures serve to maximize TWU's ability to attract and retain academic personnel of the highest quality.

APPLICABILITY

This policy is applicable to TWU Faculty.

DEFINITIONS

1. "Faculty" means an individual who is employed by TWU as a member of the faculty and whose duties include teaching, research, service, and administration. Professional librarians and graduate assistant titles are excluded from the definition of faculty.
2. "Tenure" means the entitlement of a faculty member of TWU to continue in the faculty member's academic position unless dismissed by TWU for good cause in accordance with TWU's policies and procedures. The granting of tenure may not be construed to create a property interest in any attribute of a faculty position beyond a faculty member's continuing employment, including their regular annual salary and any privileges incident to their status as a tenured faculty.

POLICY

I. Filing and Reporting Requirements

Filing and Reporting Requirements. The Board of Regents shall delegate authority to the Chancellor and President to complete filing and reporting requirements for policies and procedures consistent with state law.

II. University Regulations and Procedures – Academic Personnel

Adoption of Regulations and Procedures. TWU shall adopt University Regulations and Procedures on academic personnel matters related to faculty appointments, performance, reviews, disciplinary processes, promotions, and tenure consistent with state law.

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, or internal processes or procedures.

REFERENCES

Texas Education Code Chapter 51. Section 51.909 – Faculty Compensation Policies

Texas Education Code Chapter 51. Section 51.917 – Faculty Members; Use of English

Texas Education Code Chapter 51. Section 51.942 – Faculty Tenure

Texas Education Code Chapter 51. Section 51.943 – Renewal of Faculty Employment Contracts

FORMS AND TOOLS

None

Adopted: November 10, 2016

Revised: May 21, 2021; August 11, 2023