



### 3.7.3 Other Policies Concerning Tenure

Chapter 3 - Faculty	Original Effective Date: February 2000
Section: 3.7 Policies and Procedures Regarding Tenure	Date Last Reviewed: March 2012
Responsible Entity: Vice President for Academic, Faculty, and Student Affairs	Date Last Revised: March 2012

#### I. Purpose

To establish other relevant policies concerning tenure with UT Health San Antonio.

#### II. Scope

This policy applies to all faculty, staff, students, residents, healthcare providers, researchers, contractors, or any other individual (collectively, Workforce Member, including employees and non-employees).

#### III. Policy

##### A. Value of Tenure

Tenure clearly is valued and should be continued as a reward for faculty, as presently provided for in the Regents' Rules and Regulations.

##### B. Tenure and Compensation

Tenure and compensation are separate matters, and the distinction should be continued. Tenure does not guarantee any certain level of compensation.

##### C. Performance

Tenure denotes a status of continuing employment as provided by the Regents' Rules and Regulations. The level of compensation must be earned by performance of assigned duties and may be determined by productivity.

##### D. Termination

Termination of tenured faculty, as provided for in the Regents' Rules and Regulations, is clearly described and flexible and any amendments thereto should be considered cautiously. Termination of employment terminates tenure. Faculty members may be

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re-employed part-time, however, in a non-tenure track position. A change from full-time to part-time, without termination of employment, must be approved by the institution. There will be no continuation of tenure for part-time faculty members.

#### E. Tenure Denied

A tenure-track faculty member who is not granted tenure after the probationary period may be appointed in a non-tenure track position, including a faculty position.

#### F. Advising Faculty of Tenure Decisions

These guidelines can be found in the Handbook of Operating Policies (HOP), Policy [3.6.5, Procedures for Advising Faculty of Tenure and Promotion Decisions](#).

#### G. Faculty Appeal of Tenure Decisions

These guidelines can be found in the HOP, Policy [3.6.6, Procedures for Faculty Appeal of Tenure or Promotion Decisions](#).

## IV. Definitions

*There are no defined terms used in this Policy.*

## V. Related References

*There are no related documents associated with this Policy.*

## VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
02/2000	Policy Origination		
03/2012	Policy Review		