

2.2 FACULTY TENURE

2.2.1 Definition of Tenure

Tenure is not guaranteed to any member of the faculty, but may be conferred upon meritorious and deserving faculty members upon the recommendation of the President and the approval of the Regents. Tenure is the right to expect continued employment by the University as a member of the faculty, subject only to dismissal for cause (and after appropriate due process steps have been engaged in as set forth in this Handbook), or for reasons of financial exigency or bonafide lack of need for or lack of funding sufficient to support the program or area of academic expertise in which the faculty member has been employed to provide. The concept of tenure does not apply to administrative positions. A tenured faculty member appointed to an administrative position may retain his/her tenure as a faculty member if approved in writing by the President of the University.

2.2.2 Appointment to Tenure

Faculty members holding the ranks of Professor or Associate Professor may be appointed to tenured status upon recommendation of the President of the University and approval by the Regents. Tenure status requires an affirmative action by the Regents in all instances and may not be conferred upon faculty members holding the rank of Assistant Professor. In order to be considered for tenure, a faculty member must have first served the University for four consecutive years, with appointment for the succeeding year. A recommendation for tenure from the Rank and Tenure Committee requires a positive vote of at least 2/3 of the Committee. The academic vice president will provide any current “plan of improvement” in effect for any applicant for tenure. In order to be fully considered for tenure, applicants must supply evidence to prove the minimum qualifications for tenure in their promotion packet. These same qualifications appear on the applicant’s tenure readiness form.

1. Effective teacher
2. Difficult to replace with similarly qualified instructor
3. Possesses high ethics
4. Positively contributes to OPSU’s reputation
5. Cooperates with administration and peers
6. Holds a terminal degree from a regionally accredited university.
7. Participates in professional activities

2.2.3 Loss of Tenure

No tenured member of the faculty shall have an appointment terminated in violation of the principles of tenure adopted by the Regents except for cause.

2.2.4 Termination of Tenured Faculty

Any tenure-track faculty member or tenured faculty appointment may be terminated for the following:

- ◆ Incompetence in performing or in meeting appropriately assigned responsibilities or refusal to perform such duties as appropriately assigned;
- ◆ Neglect of duty as indicated by failure or continued failure to sufficiently perform in accordance with applicable terms and conditions of employment, which includes the standards or requirements described in University or Board of Regent policies;
- ◆ Serious and apparently intentional misuse of University property and resources;
- ◆ Academic dishonesty;
- ◆ Acts of moral turpitude;
- ◆ Deliberate and grave violation of the rights or freedoms of fellow faculty members, administrators, or students;
- ◆ Willful obstruction or disruption or attempts to obstruct or disrupt the normal operation of functions of the University or advising or procuring, or actively encouraging others to do so;
- ◆ Financial exigency;
- ◆ Termination of a Repeated violation of institutional policies;
- ◆ Failure to follow reasonable directions from the administration;
- ◆ Sexual harassment of faculty members, staff members, administration, students, or others;
- ◆ Felony conviction;
- ◆ Or other improper conduct which is seriously injurious to the best interests of the University or its components.

A tenured faculty member has the right to a University-level pre-termination review in the case where a termination action occurs.