

12.01.99.01 ACADEMIC FREEDOM, RESPONSIBILITY AND TENURE

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RULE STATEMENT

This rule supplements The Texas A&M University System (System) Policy [12.01, *Academic Freedom Responsibility and Tenure*](#) and System Regulation [12.01.01, *Institutional Rules for Implementing Tenure*](#).

REASON FOR RULE

System Policy [12.01, *Academic Freedom Responsibility and Tenure*](#) (Section 4.1) and System Regulation [12.01.01, *Institutional Rules for Implementing Tenure*](#) (Section 1) require this rule.

OFFICIAL RULE

- I. Tenure and promotion – in addition to the requirements set forth in [System Policy 12.01, section 4](#) (Tenure Policy), the following tenure and promotion requirements apply at Texas A&M University-San Antonio (A&M-San Antonio):
 - I.1. The Provost shall be responsible for ensuring tenure-track faculty are notified about their eligibility to apply for tenure on an annual basis.
 - I.2. Applications for tenure and/or promotion are accepted on an annual cycle and will be based on a timeline that ensures a timely review by the Board of Regents.
 - I.3. A committee consisting of tenured faculty from each college or department shall comprise the tenure and promotion committee for their respective college or department.
 - I.4. The dean of each college shall be responsible for ensuring that a tenure and promotion committee is formed annually.

- 1.5. Neither the department chair nor the college dean shall serve on the tenure and promotion committee.
- 1.6. Each committee shall elect a chair to conduct the committee meetings and to report the committee's recommendation to the department chair or dean as appropriate.
- 1.7. The department chair will take the committee's recommendation and add their own recommendation and comments to the college dean.
- 1.8. The college dean will receive the recommendations from the committee and department chair, if any, and add their own comments and recommendation to the Provost.
- 1.9. The Provost will receive the previous recommendations and add their own comments and recommendation to the President.
- 1.10. The President will receive all previous recommendations and make a final recommendation to the A&M System Board of Regents for promotion and tenure.
- 1.11. Probationary period and extensions:
 - 1.11.1. The probationary period for faculty is seven years.
 - 1.11.2. A faculty member may request an extension of the probationary period beyond seven years due to special circumstances or to pursue special opportunities.
 - 1.11.3. A faculty member shall make a request to extend the probationary period in writing and shall present the request to the department chair, who will route the request to the dean and the Provost or his designee.
 - 1.11.4. A decision to grant an extension of the probationary period must be based on extraordinary circumstances, shall be made in writing, and requires written concurrence by the faculty member, department chair, dean and the Provost or the Provost's designee.
 - 1.11.5. A decision to extend the probationary period shall state the basis for the extension as well as the terms and period of the extension.

2. Implementation – A&M-San Antonio has adopted a separate rule, Rule 12.01.01.O2, to address the requirements for implementing tenure, including:
 - 2.1. the method or methods for appointing tenure and promotion committees;
 - 2.2. the process for providing faculty a written statement of tenure and promotion conditions when employment is initiated;
 - 2.3. the process for giving notice to faculty regarding tenure, promotion, or non-reappointment decisions;
 - 2.4. the use of tenure or peer review committees in the tenure or promotion evaluation process;
 - 2.5. the steps for review of tenure or promotion recommendations through administrative channels;
 - 2.6. clarification of the definition of faculty for tenure or promotion considerations;
 - 2.7. the basis on which tenure or promotion is determined, which shall include:
 - 2.7.1. Teaching Effectiveness;
 - 2.7.2. Research, Creative Activities, and Other Scholarly Endeavors;
 - 2.7.3. Student Advising, Counseling, and Other Student Services;
 - 2.7.4. Committee and Administrative Service to University;
 - 2.7.5. Service to Profession, Community, State or Nation;
 - 2.7.6. Professional growth; and
 - 2.7.7. Patents or Commercialization of Research;
 - 2.8. authorized extensions of the probationary period to permit a possible “time-out” due to special conditions or to pursue special opportunities; and
 - 2.9. the identification of committees to hear cases of financial exigency.

RELATED AUTHORITIES

System Policy [12.0.1 Academic Freedom Responsibility and Tenure](#)

System Regulation [12.0.1.01, Institutional Rules for Implementing Tenure](#)

A&M-San Antonio Procedure 12.01.01.01.01 *Academic Freedom, Responsibility, and Tenure*

System Policy [12.06, Post-Tenure Review of Faculty and Teaching Effectiveness](#)

System Policy [12.07, Fixed Term Academic Professional Track Faculty](#)

DEFINITIONS

Tenured Faculty – a category of full-time faculty who have met the criteria for tenure within their respective colleges and who have been recommended by the campus president and approved by the A&M System Board of Regents for tenure. Tenured faculty may be appointed at the Associate or Professor level.

Tenure-track Faculty – a category of full-time faculty who are hired on the tenure track. Tenure-track faculty may be appointed at the Assistant or Associate level and serve on a probationary status until approved for tenure or released by the university.

CONTACT OFFICE

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