



TO: University System Deans

FROM: Charles T. Wethington, Jr., President *Chas T Wethington, Jr.*

SUBJECT: Clarification of Regulations Concerning Tenure and Promotion

DATE: October 4, 1995

The purpose of this memorandum is to provide an interpretation of University regulations concerning criteria for appointments, promotions, and the granting of tenure, an interpretation made necessary by the existence of an erroneous impression in some educational units that such criteria are established at the departmental or college level rather than at the University level.

Part of the need for this interpretation is created by the following provision of GR VII-B-5:

"The department chairperson is responsible for recommendations on the appointment of new members of the department, promotions, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments, and the granting of tenure. Procedures and criteria used in preparing recommendations shall be those established by the University, the college, and the department faculty."

This provision is contained in a lengthy set of regulations on "University Organization" and is designed only to describe one of the responsibilities of department chairs in the administrative organization of the University. It must be read in conjunction with GR VII-A-6 which makes it clear that department chairs and faculty establish "procedures" (and not "criteria") for making recommendations on appointments, promotions, and the granting of tenure.

GR VII-B-5 was not intended, and will not be construed, to authorize colleges and departments to fix their own criteria for faculty appointments, promotions, and the granting of tenure. Such criteria are uniform across the institution, are set forth separately for each of the title series in which faculty are appointed, and are contained in Parts V, VI, VII, VIII, IX, X,