

### 3. Tenure

The tenure of the President of the University shall be continuous unless otherwise specified by the Board of Trustees. Each person in the following categories shall also have continuous tenure at the University, either on appointment or following a probationary period of employment on a year-to-year basis, the total probationary period to be from one to five years, as approved by the President: (1) all persons of the rank of assistant professor or higher, (2) other persons adjudged by the President to hold equivalent ranks, including research or extension personnel and professional librarians.

All other employees are appointed annually or for some other period not in excess of three years. Ordinarily a person shall not be retained at the rank of instructor for more than five years. If, within that period, promotion to a higher rank cannot be justified, employment at the University shall be terminated.

The precise terms and conditions of every appointment shall be stated in writing on an official Appointment Record and be in the possession of