

Policies of the UNT Dallas College of Law	Chapter 07 Faculty Affairs
07.206 Process for Tenure or Promotion Review	

Policy Statement. The primary mission of the UNT Dallas College of Law is the education of its students. To achieve this mission, the UNT Dallas College of Law must have a faculty that is dedicated to, and achieves excellence in, the areas of teaching, scholarship, and service and public engagement. Procedures and criteria relating to tenure and promotion support the development and continued growth of an excellent faculty, thus supporting the ultimate educational goals of the College of Law.

Application of Policy. This policy applies to all full-time tenured and tenure-track faculty members of the College of Law.

Definitions.

1. **Probationary Appointment.** “Probationary Appointment” means an appointment as assistant professor, associate professor, or professor during the period of service that precedes the awarding of tenure.
2. **Tenure.** “Tenure” carries with it the promise of continuous employment absent dismissal for cause, financial exigency, or discontinuance of academic programs.
3. **Promotion.** “Promotion” means an elevation in rank either from assistant to associate professor or associate to full professor.
4. **Initial Appointment.** “Initial Appointment” means an appointment granted to an individual who has not previously held a faculty appointment at the College of Law in a tenure-track position.

Procedures and Responsibilities.

1. **Review of Probationary Appointments**

For all reviews that take place before College of Law becomes a professional school of the University of North Texas at Dallas

All tenure-track faculty members shall be reviewed by the Dean for reappointment during each year of the probationary period. This process will be conducted annually based on a timetable set by the Dean. The Dean will solicit input each year from a faculty committee consisting of

faculty members of higher rank than the faculty member under review. If the faculty of the College of Law does not include enough members to form a committee of at least 2 persons, the Associate Dean for Academic Affairs will serve in this role. In each year, the committee or Associate Dean will make a recommendation as to whether the faculty member should be reappointed and will forward this recommendation to the Dean. The Dean will then review the faculty member's performance and the recommendation of the committee or Associate Dean, make a final decision on reappointment of the faculty member. This decision will be communicated in writing to the faculty member. A comprehensive mid-point review conducted in the fourth year of the probationary period will also be conducted to specifically evaluate progress toward tenure and promotion.

The criteria for reappointment are based on the criteria for tenure and promotion. To be eligible for reappointment, a tenure-track faculty member must show evidence of satisfactory progress towards a successful tenure and promotion review at the end of his or her probationary period. The procedure for conducting the reappointment review is similar to that for the tenure and promotion review, and the Dean's decision is final.

Any faculty member not recommended for reappointment by the Dean during any year of the probationary period will be given a terminal contract in accordance with the timelines set forth in on the policy on Probationary Periods.

For all reviews that take place after College of Law becomes a professional school of the University of North Texas at Dallas

After the College of Law becomes a professional school of UNT Dallas, reviews will take place according to the process for review set out in the policies of UNT Dallas.

2. Process for the Granting of Tenure

Tenure procedures and criteria will be provided in writing to the faculty. Tenure may be granted only to faculty members holding the titles of professor or associate professor. However, an assistant professor may be considered for tenure and promotion to associate professor concurrently. Only the Board of Regents may confer tenure.

Each tenure-track assistant professor shall be reviewed for tenure based upon the strength of his or her application for tenure, and consistent with the timing outlined in the Policy on Probationary Periods. If this review takes place before the UNT Dallas College of Law becomes a college within UNT Dallas, the Dean shall make the recommendation. If this review takes place after the College of Law becomes a college within UNT Dallas, the Dean and Provost shall make the recommendation to the President. The recommendation will be: (a) that the faculty member be promoted to associate professor with tenure; or (b) that the faculty member be placed on terminal appointment for the next (*i.e.*, seventh) year. Assistant Professors who do not qualify for promotion to the rank of Associate

Professor shall not be recommended for tenure. The tenure review process will be conducted annually based on a timetable set by the Dean (until the College of Law becomes a professional school of UNT Dallas) or Provost. Each tenure-track associate or full professor shall be reviewed for tenure no later than during the last year stated in his or her appointment letter or the sixth year of service, whichever comes first. Before the College of Law becomes a college within UNT Dallas, tenure will be conferred upon the recommendation of the Dean and approval by the Board of Regents. After the College of Law becomes a college within UNT Dallas, tenure will be conferred upon the recommendation of the Dean and Provost, with the concurrence of the President, and approval by the Board of Regents. Promotion to associate or full professor may be granted concurrently with the granting of tenure; however, this is not automatic and must be considered as a separate action.

A recommendation for tenure will be based on the critical review of explicit evidence accumulated during the professional career to date and included in the application for tenure prepared by the faculty member. The granting of tenure requires evidence that the faculty member has satisfied the criteria set out in the College of Law Promotion and Tenure Guidelines.

Any faculty member not recommended for tenure by the end of the probationary period will be given a terminal contract in accordance with the timelines set forth in the Probationary Periods policy.

3. Process for Promotion

Promotion procedures and criteria will be provided in writing to the faculty. Recommendations for promotion are based on the critical review of explicit evidence accumulated during the professional career to date, with particular emphasis on academic work accomplished during the appointment at the College of Law. Promotion will normally be considered after the individual faculty member has demonstrated excellence for a sustained period of at least six years in a particular academic rank. Service for this length of time is normally required to provide evidence of continuous, long-term, and high-quality achievement, and to provide the basis for predicting that such continuous, long-term, and high-quality achievement will continue.

The promotion review process will be conducted annually based on a timetable set by the Dean. The procedures for conducting promotion review will be provided in writing to faculty.

4. Due Process in Case of Negative Decisions on Reappointment, Promotion or Tenure.

Upon notification by the Dean (before UNT Dallas College of Law becomes a college within UNT Dallas) or Provost of a negative decision regarding reappointment or a negative recommendation regarding tenure or promotion, the candidate may appeal the decision following the procedures set forth in the Faculty Grievance Policy.

References and Cross-references.

TEX. EDUC. CODE §§ 51.943, 51.960

UNT System Board of Regents Rules 06.1000, 06.1204

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