

- A. The purpose of this policy is to establish and describe the procedures for tenure and promotion for tenure-track and tenured non-library faculty at Lamar University (LU).
- B. This policy is intended to ensure the consistent application of standards and equity for all tenure-track and tenured faculty members with respect to tenure and promotion.
- C. This policy shall comply with the policies and procedures set forth in Chapter V, Paragraph 4 of

dismissed for good cause
of the Rules and Regulations
granted to LU faculty who
demonstrate sustained
research/creative activity
member certain rights
not made. Tenured
Lamar University. A
privileges include a
conducting of research
tenure

granted tenure "shall not be entitled to a statement of the reasons upon which the decision for such action is based." Faculty members who have been denied tenure shall have the right to present a grievance (see *Rules and Regulations*, Chapter V, Subparagraph 4.4).

B. Faculty at LU may be promoted to the rank of Assistant Professor, Associate Professor, or Professor. The policy and procedures for promotion to Assistant Professor are detailed in MAPP 02.02.33 (Promotion from Instructor to Assistant Professor). Promotion to Associate Professor or Professor is not granted automatically or with length of service. Promotion to Associate Professor occurs in conjunction with the awarding of tenure. A faculty member cannot be promoted to the rank of Associate Professor without being granted tenure.

1. As stated in *Rules and Regulations*, Chapter V, Subparagraph 4.31, "The academic promotion of a faculty member is discretionary on the part of the President of the Component, the Chancellor and the Board of Regents. Faculty members do not have an entitlement to a prospective promotion rising to the level of a property interest, and the denial of a prospective promotion is not sufficiently stigmatic to constitute a liberty interest. No commitments, implied or otherwise, shall be made by any individual regarding faculty promotions without the prior written approval of the President, and all faculty promotions shall be subject to the approval of the Chancellor and Board of Regents. Faculty members who are not recommended for promotion shall not be entitled to a statement of reasons for the decision against the recommendation. However, supervisors are encouraged to offer suggestions for a program of professional development in teaching, scholarly or creative work, and leadership or service that may enhance the likelihood of



D. Minimum requirements and expectations necessary to be eligible for promotion to each rank are as follow:

1. . For promotion to the rank of Associate Professor, the minimum requirements include: an earned doctoral or terminal degree from a regionally-accredited

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- a. Assistant Professors whose tenure and promotion to Associate Professor became effective at the beginning of Academic Year (AY) 2025 or any AY thereafter shall abide by their department- and/or college-



C. Faculty applicants for tenure and/or promotion who claim credit for prior service shall submit in their tenure and/or promotion dossier a copy of the appointment letter and/or initial contract detailing the commitment by LU to grant prior service credit.

D. Faculty applicants for tenure and/or promotion who are granted prior service credit shall submit in their tenure and/or promotion dossier documentation for all work completed at other institutions during the period for which prior service credit is given.

A. The maximum period of probationary faculty service in tenure-track status in any academic rank or combination of academic ranks shall not exceed six (6) years of full-time academic service, unless the tenure clock has been tolled as provided in Section XIII.

A. LU may permit a tenure-track faculty member to stop the tenure clock for up to two (2) academic years of countable service toward tenure in the probationary period in order to accommodate one or more of the following exigencies and/or hardships: a) childbirth or adoption; b) dependent care (including children, parents, spouses, or other dependents); c) the faculty member's own illness or other personal emergency; and/or d) the inability of the institution to provide agreed upon facilities for the faculty member's research.

B. A request to stop the tenure clock shall be submitted prior to the occurrence of the event(s) stated in the



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Review Schedule: Every three years on or before the date the policy was last revised and/or approved.

Responsible Party: Academic Policy Advisory Council

Dr. Brett Welch	07/15/2024
Acting Provost and Vice President for Academic Affairs	Date
Dr. Jaime R. Taylor	07/15/2024
President	Date

1	03/14/2024	Policy draft completed.
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