

Tenure-Track and Tenured Appointments

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Responsible University Office:

Office of the Provost and Vice President for Academic Affairs

Responsible University Administrator:

Provost and Vice President for Academic Affairs

The acquisition of tenure represents a critical milestone in an academic career. It is expected that faculty who are in tenure-track positions will conduct their activities in such a way to prepare for this significant achievement. To be awarded tenure at A&M-Commerce, a faculty member must display: (a) excellence in teaching and a strong commitment to the intellectual growth of students; (b) a high level of achievement in scholarly and/or creative contributions to the academic discipline as evidenced by external (outside the department) peer evaluations; (c) a record of quality service to the university, the profession, and community; and (d) an attitude of professionalism and collegiality that contributes to the professional reputation of the faculty member as well as the university.

Tenure entitles a faculty member to continue in an academic position unless dismissed for good cause or financial exigency (See [Rule 12.01.99.R1](#), Section 2). Tenured faculty members who remain in good standing enjoy those privileges customarily associated with tenure. In turn, the award of tenure must be accompanied by an equally demanding realization of academic responsibility.

Tenure-Track Appointment

Full-time faculty may be hired in tenure-track lines holding academic rank of assistant professor, associate professor, or professor. These individuals will be in the probationary period of employment.

If the appointment is tenure-track, the appointment letter will indicate the length of the period of probationary service at A&M-Commerce and state the credit, if any, agreed upon for appropriate service at other institutions. Up to three years of appropriate service may be counted, with approval of the provost and president. All appointments during the probationary period are for a fixed term of one year or less and are subject to renewal or non-renewal each year of the probationary period.

A faculty member without credit toward tenure at the time of employment who was originally employed at the rank of assistant professor, associate professor, or professor will make application for tenure at the beginning of their sixth academic year at A&M-Commerce.

Tenured Appointment

A person whose initial appointment to A&M-Commerce faculty is at the rank of associate professor or professor and who is assigned administrative duties at the department head level or higher is eligible for tenure upon appointment, contingent upon approval by the Texas A&M University System Board of Regents.

Terms and Conditions of Appointment

Tenure-accruing appointments and appointments with tenure guarantee employment for nine months or the equivalent, unless otherwise specified in the appointment letter, or a revision of the original letter is mutually agreed upon.

All tenure-track and tenured faculty members will receive an annual notification of the terms and conditions of appointment for the next fiscal year after the A&M-Commerce budget has been approved by the Board of Regents. Any changes to these terms and conditions may be appealed. Faculty members are obligated to fulfill the terms of employment for the following year, unless they resign prior to 30 days after receiving notification of these terms.

For more detail, see A&M-Commerce [Procedure 12.02.99.R0.03](#), Sections **1**, **2**, and **3**; and [Rule 12.01.99.R1](#), Sections **1** and **2**.