



RUTGERS POLICY

Section: 60.5.13

Section Title: HR/Faculty

Policy Name: Academic Tenure

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Policy:

60.5.13 ACADEMIC TENURE

- A. Faculty are ordinarily considered for academic tenure during the sixth and final year of the probationary period but such consideration may occur earlier. Not eligible for tenure are faculty whose appointments are part-time, grant-funded in whole or in part; faculty whose appointments are self-supporting or supported by outside contracts; and, certain other faculty whose appointments are non-tenure track such as clinical faculty, non-tenure track assistant professors and assistant instructors. Academic tenure means that the appointee shall hold office indefinitely at the pleasure of the Board of Governors. Academic tenure can only be conferred by the Board of Governors.
- B. Included within the probationary period is all full-time service at the rank of instructor and above at the University. Also included is prior time at other institutions, up to a maximum of three years, when the person has held a full-time appointment in the rank of instructor, lecturer and above, and after the Ph.D. degree has been conferred, or the terminal degree normally required for the particular discipline has been attained. A shorter time than the three-year prior service period may be mutually agreed upon in writing at the time of hiring.
- C. A full-time faculty member engaged in study for a terminal degree may, at his or her option, exclude up to four years of service from the time counted toward tenure. This shall be agreed to in writing at the time of initial appointment or commencement of study, whichever is later, and filed in the faculty member's official personnel file. The prefix "Adjunct" shall be used in the title of a person during the period he or she claims such an exemption from time counted toward tenure.

- D. Promotion to tenure may be made any time during the probationary period except during the terminal year.
- E. The regulations pertaining to tenure apply to those faculty whose positions are funded from State budgeted accounts for which fringe benefits are not charged to the account, and for which fringe benefits are not reimbursed to the State of New Jersey. Faculty employed on other funds such as grants, contracts or self-supporting accounts shall have the phrase "Grant Funded" in parenthesis following their University title in contract letters and in other personnel actions. If an individual is assigned to a position funded by the State and makes the request, prior service towards tenure of up to three years at the faculty member's option may be granted for service in "Grant Funded" positions at the instructor level or higher within the University.
 - (1) Faculty serving on a project supported by a contract or research grant, or a similar temporary assignment shall be appointed only for the duration of the contract or grant and without reference to academic tenure.
 - (2) Faculty employed on a self-supporting account shall be appointed only for so long as there are funds available to support the salary.
- F. Full-time officers of administration may hold professorial titles with academic tenure, but, in such cases, should continue to do some teaching or research in order to facilitate any subsequent re-entry into full-time professorial life. Full-time officers of administration returning to their professorial duties shall normally be eligible for paid leave of absence to provide them with time to regain currency with developments in their fields of expertise.
- G. Tenure shall expire at the retirement of a faculty member.