

Tenure

Philosophy Toward Tenure

defines tenure as commitment to continue any full-time faculty member granted tenure in a full-time faculty position for which he or she is qualified, at a salary consistent with the previous years' pay, until the effective date of resignation, retirement, the occurrence of a disability that renders the faculty member unqualified for the tenured position, or dismissal for cause.

At , a faculty member who satisfies the tenure criteria may choose not to be considered for tenure. Such faculty member may, at the discretion of , continue employment at on an annual contract basis. In addition, a faculty member who satisfies the tenure criteria but is denied tenure may, at the discretion of , continue employment at on an annual contract basis.

believes that tenure is a privilege afforded only to faculty who have earned this honor. The tenure application process is a deliberate process; satisfaction of the minimum qualifications in no way guarantees the awarding of tenure. Tenure is granted only by the Board of Trustees.

Tenure Criteria for Teaching Faculty and Professional Librarians

To be considered for tenure, a faculty member must meet all the following criteria.

1. Hold the rank of at least associate professor or associate librarian. Faculty promoted to the rank of associate professor or associate librarian are not eligible to be considered for tenure until the year following the announcement of their promotion.
2. Have completed at least 3 years of continuous full-time service at immediately preceding the time of tenure consideration. Faculty who return to and who were tenured before leaving may be considered for tenure after completing 1 year of fulltime service at immediately preceding the time of tenure consideration.
3. Demonstrate a consistent record of excellence in college teaching as attested by evaluations of department chair, college or school dean, library director, faculty colleagues in the same teaching area, and students, if applicable.
4. Demonstrate a consistent record of active professional growth and a plan for future active professional growth.
5. Demonstrate a record of active involvement in the life of in addition to the effective performance of classroom, studio, library, or laboratory responsibilities.
6. Demonstrate agreement with the purposes of and demonstrate membership in and active participation in a local Christian church.
7. In rare circumstances, exceptions may be made to the criteria given above.

Faculty Rank

Framework for Decisions on Faculty Rank—Using the university’s definition of minimum requisite educational and experience qualifications for academic rank, the provost will determine initial faculty rank in consultation with the dean and department chair. Extraordinary experiential qualifications may be considered in lieu of other requisite education qualifications when determining rank and promotion.

Minimum requisite qualifications, standards of performance in teaching, scholarship and institutional service, and potential for future contributions to [REDACTED] and higher education will be considered in making decisions about promotion to the next rank.

Requisite qualifications include educational preparation and cumulative experience and are considered as minimal requisites for promotion. Standards of performance in teaching, scholarship, and institutional service are established as a structure upon which to describe the roles and responsibilities of [REDACTED] faculty members. These standards are progressive with each advancing rank.

The annual Faculty Development Plan is formative and will serve as a guiding framework for the development of each individual faculty member in these roles and responsibilities. For all members of the [REDACTED] faculty, teaching is the central role and good teaching is the central responsibility. In consultation with the faculty member’s chair and dean, responsibilities for scholarship and institutional service are flexible and individually determined so as to emphasize the unique gifts and abilities of each faculty member.

The following criteria guide both initial appointment and promotion decisions.

Minimum Requisite Qualifications

Instructor

- Masters degree with 18 hours in the discipline
- Potential for excellence in teaching, scholarship, and faith integration.

Assistant Professor

Doctorate or SACS-recognized terminal degree in the teaching discipline

Or

Masters degree with 18 hours in the teaching discipline and one of the following:

- 2 years college teaching experience.
- 3 years relevant professional experience.
- 3 years successful graduate work beyond the first master’s degree.

Associate Professor

Doctorate or SACS-recognized terminal degree in the teaching discipline

And

- 6 years college teaching experience, 3 at the Assistant Professor rank

Or

Doctorate or SACS-recognized terminal degree in the teaching discipline

And

- 5 years college teaching experience plus 3 years relevant professional experience.
- 4 years college teaching experience plus 6 years relevant professional experience.
- 3 years college teaching experience plus 9 years relevant professional experience.

Professor

Doctorate or SACS-recognized terminal degree in the teaching discipline

And

- 10 years college teaching experience, 5 at the Associate Professor rank

Or

Doctorate or SACS-recognized terminal degree in the teaching discipline

And

- 9 years college teaching plus 3 years relevant professional experience.
- 8 years college teaching plus 6 years relevant professional experience.
- 7 years college teaching plus 9 years relevant professional experience.

University Professor

Doctorate or SACS-recognized terminal degree in the teaching discipline

And

- 25 years college teaching experience, 10 years in the Professor rank at [REDACTED].

(For university librarians, library experience is substituted for college teaching experience.)