

The following document represents the *original* proposal brought before the Board. However, during its discussion of the item Regents amended the original proposal. See the minutes of the December 1-2, 2005, for a summary of the amendment to the original proposal.

## CHAPTER 4

### TENURE FOR COMMUNITY COLLEGE FACULTY

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#### 4.3.1 Probationary Period.

(a) Academic faculty eligible for appointment with tenure must serve in a probationary period in a member institution identified in Subsection 4.2.1 before receiving such an appointment. Except as provided herein, the total probationary period for all academic faculty eligible for such appointment shall not exceed five years of uninterrupted full-time employment. (B/R 1/04)

(b)(1) At the discretion of the Board of Regents, an academic faculty member may be exempt from the requirement of serving a probationary period, and tenure shall be awarded on a case-by-case basis in negotiation with the president or the president's designee. Prior to recommending such an appointment, the president shall seek a recommendation from the appropriate faculty on whether an academic faculty member may be exempt from the requirement of serving a probationary period under procedures set forth in the member institution's bylaws. (B/R 1/04)

**(b)(2) The President of the institution, without seeking Board of Regents' approval, may grant tenure upon hire to an academic faculty member who at the time of hire holds tenure another institution. Prior to making such an appointment, the president shall seek a recommendation from the appropriate faculty on whether an academic faculty member should be appointed with tenure.**

(c) Authorized period of leave, paid or unpaid, may be excluded from service toward the five year probationary period upon written request of the faculty member and approval of the president. The decision of whether to grant the faculty member's request to exclude periods of leave shall be based upon the sole discretion of the President. The President's decision is final. The request for leave must state if the leave is to be excluded from service toward the probationary period. (B/R 4/99)

(d) The period of probation may exceed five years upon written request of the faculty member and approval of the President. The decision of whether to grant the faculty member's request to exceed the five-year probationary period shall be based upon the sole discretion of the President. The President's decision is final. The request for an extension of the five-year period of probation must state the reasons for such extension. (B/R 4/99)  
(B/R 1/04)