AD HOC COMMITTEE ON TENURE

I. CONCEPT OF TENURE

Hofstra University rejects the notion that the granting of tenure merely guarantees permanent employment to faculty members. Rather, Hofstra University

Hofstra University seeks to bind to itself its most worthy faculty members. It attempts to do this, in part, by honoring faculty achievements through the granting of tenure, with all its attendant rights and privileges.

II. TENURE CRITERIA

A. Criteria for Teaching Faculty

Although each tenure decision is, in some respects, unique and may require interpretation, the following criteria are guidelines:

1. Continuing excellence in teaching and in meeting academic responsibilities.

2. Possession of terminal degree or demonstration of professionally recognized alternative achievements.

3. Continuing productivity in some combination of the following: research, scholarly publication, professional activities, contributions to university life, contributions to the University's standing in the community. With rare exception, scholarly or artistic publication is essential; the volume and character of the publication expected may vary according to the discipline.

4. Fulfillment of some essential function in the long-range needs of the department and/or the University.

The candidate's political ideology and/or political activities should in no way influence tenure decisions.

Since tenure reflects not only the faculty member's demonstrated ability, but also the

IV. TENURE PROCEDURES

Each candidate shall be informed in writing by his/her Department Chair (or in the case of a non-

case do these procedures construe the extension of the probationary period beyond seven years at Hofstra.

11. Notification of Decision

When a tenure decision has been made by the University about a faculty member, he/she shall be notified of the decision, in writing, by the President or the Provost no later than one year preceding the effective date of tenure. Failure to notify a faculty

5. When a tenure decision has been made by the University about a candidate for tenure upon appointment, he/she shall be notified of the decision by the President or the Provost.

6. The procedures described above shall also be followed in any case where an administrative appointee is granted tenure in a department.

V. TERMINATION OF APPOINTMENT OF TENURED FACULTY

A. Termination of Appointment Based Upon Financial Exigency, or Bona fide Discontinuance of a Program or Department of Instruction.

The University is expected to make every effort to place the affected faculty member in another suitable position. If no suitable position can be found and it becomes necessary to dismiss the faculty member, he/she should be given notice as soon as possible, but never less than l2 months or in lieu thereof be given severance salary for one academic year. The released faculty member's place shall not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment to his/her post and given reasonable time within which to accept or decline its.47 T8J4F1F1 4(nd g)1p

B. Termination of Appointment Due to "Adequate Cause."