



TO: Regent Laws and Policies Stakeholders

FROM: Michael Lightner, Vice President for Academic Affairs
Maureen Durkin, Director of Academic Program and Policy Analysis

DATE: March 10, 2025 (updated March 20, 2025 and March 25, 2025)

RE: Formal Review of Regent Policy 5.D: Reappointment (to a tenure-track position) of Tenure-track and Tenured Faculty

Regent Policy 5.D: Reappointment (to a tenure-track position) of Tenure-track and Tenured Faculty

In May 2024, the Regent Governance Committee approved a five-year schedule for the continuing formal review of all regent laws and policies. As part of this process, **Regent Policy 5.D: Reappointment (to a tenure-track position) of Tenure-track and Tenured Faculty** is currently under review.

Stakeholder feedback and comments on proposed updates to Draft 0 and Draft 1 of Policy 5.D were accepted through March 4, 2025. All comments were reviewed, considered, and additional edits were incorporated resulting in Draft 2 of Policy 5.D. Draft 2 is posted on the “currently under review” tab of the [Regent Law and Policy Review website](#) and ongoing feedback is welcome. Draft 2 will be on the agenda for discussion at the Regents Governance Committee on March 25, 2025.

Policy 5.D was last reviewed and affirmed by the regents in September 2018 and became effective in July 2020. Proposed changes include:

- The policy title has minor re-wording which eliminates need for parentheses.
- Throughout the policy, the phrase “tenure clock stop” or “stoppage” has been updated as “extension of the tenure clock” or “tenure clock extension.” (update since distribution of the Governance Committee packet last week)
- Section 5.D.1(A) of the policy has been reorganized to focus on principles regarding the tenure probationary period and potential changes to the probationary period. Note that 5.D.1(A) includes content that exists in the currently operating version of the policy (subsections (1) – (3)), and in an APS (subsection (4)). We are proposing that these statements be together in one section of the policy for clarity.
- Sections 5.D.1(A) and 5.D.1(A)(2) have some rephrasing for purposes of improved precision in language. (update since distribution of the Governance Committee packet last week)
- Section 5.D.1(B) is focused on options for faculty leave, associated approvals where required, and impact on the tenure probationary. Proposed updates delineate three broad categories of leave and their associated details. This information is not new, but the content has been reorganized to support clarity and flow of the policy.

- In Section 5.D.1(B)(2) and (3), updated language specifies that a dean's decision regarding granting a tenure clock stoppage in response to a leave request may be appealed to the campus chancellor or designee.
- Section 5.D.1(C) is new to the policy regarding the president's authority to allow chancellors to approve tenure clock extensions that are independent of leave under extraordinary circumstances (e.g., impact to university operations due to Covid-19). Language added during the Governance Committee meeting to require that the Board of Regents be informed when any such empowerments are granted. (update since distribution of the Governance Committee packet last week; further updated in the Governance Committee meeting on 3/25/25)
- Updated language in Section 5.D.1(D)(2) clarifies the outcome when following comprehensive review, a faculty member is not reappointed to a tenure-track position.
- Suggested updates to Section 5.D.2(A)(5) includes language encouraging primary units to consider impactful faculty innovation and entrepreneurial activities in primary unit tenure criteria. This recommendation resulted from a system-wide faculty working group on faculty innovation and entrepreneurship.
- The wording in Sections 5.D.3(B) and (C) previously was organized together in one subsection but lacked clarity. The language is now separated into two subsections, slightly expanded and re-ordered to be clear that (B) institutional factors may be considered in a reappointment decision at the time of comprehensive review. And (C) at the time of the tenure decision, the merit of the candidate is the only factor to be considered, and that merit is judged according to the primary unit criteria.
- Suggested edits to section 5.D.3(D)(1) are to provide clarity for the phrase "taken as a whole." The suggested change specifies that an individual's complete record of accomplishment as a scholar or artist must be judged as excellent as one factor in the decision to promote.
- Other proposed updates include recommended clean-ups to ensure consistency between regent policy and APS 1022 in section 5.D.1(A), and that other related policies or sections of policy are referenced for clarity (see sections 5.D.1(A); 5.D.1(B)(1)(a); 5.D.3(A); and 5.D.5(A)).