THE UNIVERSITY OF MICHIGAN

STANDARD PRACTICE GUIDE

SECTION:	Personnel	**Number:**	201.39-1
		Revised:	
SUBJECT:	Principles and Practices Governing Tenure for Faculty Members with Divided or Partial Appointments	**Date Issued:**	11/1/93
		Attachment(s)	0
		Eff. Date:	5/88
APPLIES TO:	Regular Instructional Staff		
ISSUED BY:	Office of the Executive Vice President for Academic Affairs and Provost		

Tenure is granted to certain eligible faculty members at the ranks of associate professor and professor by the Regents of the University upon recommendation of the appropriate departmental chair, dean, executive committee, and at the University of Michigan-Dearborn or the University of Michigan-Flint by the Chancellor, and by the President (Regents' Bylaw 5.08[4]).[1] Unless otherwise specified, a faculty member with tenure is presumed to hold tenure in his or her department, if the school or college is so organized; in the school or college; and in the University of Michigan except pursuant to the Program Discontinuance Guidelines or Regents' Bylaws 5.08 and 5.09. Faculty rights conferred by the University with respect to tenure are described in Regents' Bylaws 5.08 and 5.09 and the Program Discontinuance Guidelines.

This document describes the principles and practices pertaining to tenure for those members of the faculty who hold regular instructional appointment in more than one unit of the university, or who hold part-time appointments. The most general principle is that faculty rights conferred by the University with respect to tenure are indivisible. That is, no faculty member holding tenure may be dismissed from the University of Michigan, demoted, or have his or her appointment reduced below the level at which tenure was awarded except pursuant to the Program Discontinuance Guidelines or Regents' Bylaws 5.08 and 5.09. At the same time, if tenure in a unit is associated with a fractional appointment, the University is not obliged to increase that individual's appointment to full-time in that unit.

Information about a faculty member's tenure status appears on the Notice of Terms and Conditions of Appointment received from the President of the University by each faculty member each year. Year to year, fluctuations in actual assignments across different appointing units do not change a unit's responsibility for the faculty member's "with tenure" appointment fraction, but may affect the source of funds used to support that faculty member's salary in any given year. If the faculty member's appointment within a unit awarding tenure is reduced in any given year, that appointing unit shall reestablish the original fractional appointment at which tenure was granted upon request by the faculty member. This understanding is, of course, modifiable through mutual agreement or pursuant to the Program Discontinuance Guidelines or Regents' Bylaws 5.08 or 5.09.

Unless otherwise mutually agreed upon by all parties (the faculty member and the dean, director, or chair of each of the appointing units), a primary unit should be identified for each faculty member holding "without tenure" appointments in more than one unit. The policies and practices of that primary unit will then normally govern any subsequent decision regarding the awarding of tenure to that faculty member. In such cases, the tenure granted may be associated with only one of the fractional appointments. In instances where tenure could be awarded in more than one unit, the policies and practices of each unit will normally govern any decision(s) regarding the awarding of tenure in each particular appointing unit.

Notes

[1] The Provost must also approve any recommendation for promotion.