

IHL Board of Trustees ***Policies & Bylaws***

(BT Minutes, 3/91; 3/98; 3/2008)

402.02 STANDARDS FOR FACULTY RANKING

The minimum academic requirements for rank are set out hereinafter. Institutions are encouraged to establish other criteria unique to their mission.

- A. Professor:
 - 1. Doctoral or other terminal degree or equivalent
 - 2. Successful teaching experience
 - 3. Successful research and/or creative work
- B. Associate Professor:
 - 1. Doctoral or other terminal degree or equivalent
 - 2. Successful teaching experience
 - 3. Successful research and/or creative work
- C. Assistant Professor:
 - 1. Master's degree or the equivalent
 - 2. One year of additional graduate work
- D. Instructor:
Master's Degree or the equivalent
- E. Other Equivalent Ranks:
Other ranks equivalent to the above designations may be proposed by the Institutional Executive Officer to the Board for approval. Such ranks may reflect assignments in medical and/or health related, agricultural, research, and other special areas.

(BT Minutes, 3/91; 2/98)

402.03 PROMOTIONS IN RANK

Heads of institutions in making decisions regarding ranks and promotions in rank shall take into consideration evidence of professional achievement and academic growth to include but not necessarily be limited to the following:

- Professional training and experience;
- Effectiveness of teaching;
- Effectiveness, accuracy and integrity in communications; The Board endorses the American Association of University Professors' (AAUP) Statement of Principles on Academic Freedom and Tenure, which states in part: "When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational

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officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.”

- Effectiveness in interpersonal relationships, including collegiality, professional ethics, cooperativeness, resourcefulness and responsibility;
- The absence of malfeasance, inefficiency and contumacious conduct in the faculty member’s performance of his/her faculty position at the university;
- Professional growth, such as research, publications and creative activities;
- Service and other non-teaching activities which reflect favorably upon the institution; and
- Any other criteria for promotions in rank set out in the applicable institution’s policies which are not inconsistent with this policy.

(BT Minutes, 3/91; 2/98; 4/2022)

403 TENURE TRACK FACULTY

403.01 TENURE DEFINED

Tenure is defined as continuing employment that may be granted to a faculty member after a probationary period by the Institutional Executive Officer. Tenured faculty are protected from dismissal except for those reasons set forth in this section below. Faculty are tenured to a department unless otherwise designated by the Board.

In the interpretation of this principle it is understood that the following represent acceptable academic practice.

(BT Minutes, 3/91; 2/98; 5/2022)

403.0101 MINIMUM STANDARDS FOR TENURED EMPLOYMENT

All faculty contracts will specify whether the appointment is with tenure, tenure track, or non-tenure track. Beginning with a tenure track appointment to any professorial rank (assistant professor, associate professor, or professor), a faculty member must be reviewed for tenure during the sixth academic year of the probationary period. The review shall include, but not be limited to, the criteria set forth in Section 402.03 Promotions in Rank. Upon written agreement