

IHL Board of Trustees
Policies & Bylaws

403.0103 ***POST-TENURE REVIEW***

1. Each institution shall have a post-tenure review process for all tenured faculty. Post-tenure review criteria shall be consistent with the institution's mission and priorities and shall include the following:
 - Effectiveness of teaching and/or research;
 - 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 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 set out in the applicable institution's post-tenure review policies, which are not inconsistent with this policy.

2. Institutional post-tenure review policies and procedures shall be linked to annual review policies and procedures. Institutional post-tenure review policies and procedures may require a periodic review of all tenured faculty, a review of individual faculty triggered by one or more unsatisfactory annual reviews, or a combination of periodic and triggered reviews.

3. Institutional post-tenure review policies and procedures shall provide for systematic and comprehensive assessments of performance, peer involvement in the post-tenure review process, and opportunities for faculty development. The policies and procedures shall specify the consequences of unsatisfactory performance, including termination of service as provided in

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Section 403.0104. The policies and procedures shall provide for appeals by aggrieved faculty.

4. Institutional post-tenure review policies and procedures shall be filed with the Commissioner. The Commissioner shall review the policies and procedures for consistency with Board policy and recommend modifications as appropriate.
5. Each institution shall prepare an annual report of post-tenure reviews. The report shall be in a format specified by the Commissioner, and shall be submitted to the Board by August 1 for the preceding academic year.

(BT Minutes, 4/2000; 4/2022)

403.0104 ***TENURED FACULTY DISMISSAL***

1. Termination of service of a tenured faculty member is made only under these extraordinary circumstances:
 - a. Financial exigencies as declared by the Board;
 - b. Termination or reduction of programs, academic or administrative units as approved by the Board;
 - c. Malfeasance, inefficiency or contumacious conduct; or
 - d. For cause.

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

2. Termination for cause of a tenured faculty member or the dismissal for cause of a faculty member prior to the expiration of a term appointment shall not be recommended by the Institutional Executive Officer until the faculty member has been afforded the opportunity for a hearing. In no event shall the contract of a tenured faculty member be terminated for cause without the faculty member being afforded the opportunity for a hearing.

In all cases, the faculty member shall be informed in writing of the proposed action against him/her and that he/she has the opportunity to be heard in his/her own defense. Within ten (10) calendar days of notification of the proposed action and opportunity to be heard, the faculty member shall state in writing his/her desire to have a hearing. He/she shall be permitted to have with him/her an adviser of his/her own choosing who may be an attorney. The institution is directed to record (suitable for transcription) all hearings. In the hearing of charges of incompetence, the testimony shall include that of faculty and other scholars. Any decision made by a hearing body shall be a