

REPORT OF
FACULTY ADVISORY COMMITTEETenure Regulations
(Revision of the Faculty Manual, pp. 32-35)*To be voted
on at
General Faculty
Meeting.*

The University of South Carolina generally adheres in principle to the most recent standards of the American Association of University Professors regarding the rights, privileges, and benefits accorded faculty members. Where University policies differ from those standards, the regulations stated herein, or as subsequently modified by the University shall apply.

It is the intent of the University to follow these regulations:

1. New members of the faculty shall be informed at the time of appointment of the tenure regulations applicable on the effective date of appointment. Recommendations relating to tenure or reappointment are made by the tenured faculty of equal or higher rank in the unit and are accompanied by recommendations from deans or department chairmen. A faculty member who acquires tenure shall be so notified in writing.
2. Consistency and durability of performance are relevant factors in evaluating faculty for tenure; therefore, the length of service which a faculty member has completed in a given rank is a valid consideration in formulating a recommendation. Assistant professors normally will not be recommended for tenure until they have completed at least four (4) years at the University; associate professors and professors normally will not be recommended for tenure until they have completed two (2) years at the University.
3. The maximum probationary period for all full-time faculty members appointed at the rank of associate professor or professor shall be service at that rank for six years at the University. The maximum probationary period for all full-time faculty members appointed at the rank of assistant professor shall be service in that rank for seven years at the University. The maximum probationary period for all professional librarians shall be service for seven years at the University.

In the case of appointments to the rank of assistant professor made prior to July 1, 1977, the maximum probationary period remains six years. In the case of professional librarians who were appointed prior to July 1, 1977, the maximum probationary period will be determined by the regulations in effect at the time of their appointment.

Time during which the faculty member is on leave, either with or without pay, will not be counted as part of the probationary period.

4. Within the probationary period, all faculty appointments are on an annual basis. If an appointment is not to be renewed, adequate notice must be given. Adequate notice is as follows: If the faculty member is in the first year of the probationary period, notice of non-reappointment will be given in writing by March 1 (July 1 for a second semester appointment). If the faculty member is in the second year of the probationary period, notice of non-reappointment will be given in writing by December 15 (April 15 for a second semester appointment.) Thereafter, notice of non-reappointment will be given in writing at least twelve months prior to the effective date.

If there is termination for cause, these notification requirements do not apply. What constitutes cause and the procedures to be followed are set forth in the provisions for termination of tenured faculty.

Non-reappointment during the probationary period is different from a decision of non-reappointment in conjunction with a denial of tenure arrived at according to the formal University Tenure and Promotion Procedures and as such does not constitute grounds for a grievance under the Academic Grievance Procedures.

5. Before the end of the probationary period a decision must be made to grant or deny tenure. If the decision is to deny tenure, notice must be given in writing by the end of the penultimate year of the maximum probationary period. If notice is not given by the specified time, the appointment of the faculty member shall thereafter be a continuous (or tenure) appointment.

Non-reappointment in conjunction with denial of tenure may be grounds for a grievance under the Academic Grievance Procedures.

6. Instructors, lecturers, armed forces personnel performing teaching assignments, visiting, adjunct, and part-time faculty are appointed on an annual basis and are not eligible for tenure. Service under such appointments is not considered as part of a probationary period. Notice of non-reappointment shall be given according to provisions in paragraph 4 above. The termination of an appointment prior to its scheduled expiration shall only be for cause. What constitutes cause and the procedures to be followed are those set forth in the provisions for termination of tenured faculty.

Termination or non-reappointment is not grounds for a grievance under the Academic Grievance Procedures.

7. The appointment of a non-tenured faculty member to an administrative position does not excuse the faculty member from the unit criteria for tenure and/or promotion. Upon the recommendation of the Dean and with the approval of the Provost time spent in an administrative position may not be counted as part of the probationary period.