



Policies & Procedures

Title	Faculty Promotion and Tenure
Policy Number	C2.2.68.2
Responsible Department	College of Osteopathic Medicine of the Pacific
Policy Owner Designation Email	Kalousek, Anita K Acting Director OME kaykalousek@westernu.edu
Effective Date	07/01/2005
Next Review Date	06/30/2007
Review History	
Legislation	Western University Faculty Handbook III, J, L, I.
Policy Statement	It is the policy of Western University/College of Osteopathic Medicine of the Pacific (COMP) to submit initial appointments that are made to the following academic ranks: Instructor, Assistant Professor, Associate Professor, Professor and Emeritus.
Purpose of Policy	To ensure that the individual has met the minimum requirements for an initial appointment, promotion, and/or tenure through the Faculty evaluation process.
Related Policy Information	<p>This policy describes the academic ranks for full time faculty (1) the process for promotion, (2) tenure procedures and eligibility, (3) guidelines for distribution of effort and evaluation of performance, (4) annual performance evaluations (5) post tenure review, (6) retirement and (7) faculty adjunct appointments.</p> <p>A faculty member having academic tenure will have a continuous appointment with the University that may be terminated only for "adequate cause" (<u>See University Faculty Handbook III, J</u>). Tenure may be conferred at any academic rank above the instructor level.</p> <p>Post Tenure Review (<u>see University Faculty Handbook III, I</u>). Tenure is not an unconditional guarantee of continual employment. If a continuous pattern of insufficient productivity is seen, a post tenure review can be initiated. A clearly defined individual improvement plan will be implemented. Should the desired outcome not be achieved, a careful process can be initiated that could lead to a faculty member being</p>

transferred or terminated.

Definitions

Status Approved

Related Procedures:

C2.2.68.2(C1.0.01(6)) [Faculty Attendance and Absences](#)

Owner

Title

Date

Dean/Director

Title

Date
