

**MEMORANDUM**

**TO:** Allan R. Landon  
Chairperson, Board of Regents

**VIA:** David McClain  
President

**FROM:** Linda K. Johnsrud  
Vice President for Academic Planning and Policy

**SUBJECT: TENURE UPON INITIAL APPOINTMENT**

**SPECIFIC ACTION REQUESTED**

It is requested that the Board of Regents approve the proposed change to the BOR Policy Chapter 9-1 Personnel Status, Subsection b. Faculty Promotion and Tenure.

- b. Faculty Promotion and Tenure
- (1) The Board shall grant promotion and/tenure to members of the faculty upon recommendation of the President (Sept. 20, 1964; May 22, 1969)
  - (2) The Board delegates to the President granting of tenure upon initial appointment to members of the faculty and classified executives who have previously held tenure at a comparable institution. Guidelines are established in Executive Policy. (January XX, 2008)
  - (3) The Board delegates to the President (with further delegation as appropriate) the authority to act on behalf of the University on faculty promotion and tenure applications where the recommendation is negative (Nov. 17, 1977)
  - (4) Waiving of Probationary Period for New faculty. The board may waive probationary period for new faculty members in accordance with established guidelines (May 12, 1977)

**ADDITIONAL COST**

No additional cost.

## **RECOMMENDED EFFECTIVE DATE**

January 2008.

## **PURPOSE**

To aid in the recruitment and retention of distinguished mid-career faculty and highly qualified executives.

## **BACKGROUND INFORMATION**

The market for faculty members and executives is highly competitive, and competitive packages are needed to recruit top faculty and senior administrators to replace those who leave or retire. Tenure upon initial appointment allows qualified faculty to be granted tenure upon acceptance of a tenure-leading position and executives to be provided a fall back tenure position to a college/campus. Tenure upon initial appointment would be available only to those individuals who have earned tenure at an institution comparable to the University of Hawai'i campus hiring them. A review of benchmark and peer institutions of UHM revealed that 94% of benchmark institutions and 100% of peer institutions offer tenure upon appointment.

Currently, all faculty hired into a tenure leading position must submit an application for tenure at the University of Hawai'i regardless of the years of experience or level of expertise in their discipline. Executives often negotiate "expedited" tenure which involves the preparation and submission of a dossier. Action on the dossier often comes well into their first year of service. Our current practice places our campuses at a competitive disadvantage when recruiting distinguished mid-career faculty and highly qualified administrators.

Attachment A is a draft executive policy that establishes guidelines in preparing recommendations to the President to grant tenure upon initial appointment.

## **ACTION RECOMMENDED**

It is recommended that the Board of Regents approve the proposed change to the BOR Policy Chapter 9-1 Personnel Status, Subsection b. Faculty Promotion and Tenure.

c: Interim Executive Administrator and Secretary of the Board Pang

Enclosure:

Attachment A, Executive Policy E9.215 Tenure Upon Initial Appointment