

UHCL GUIDELINES FOR ACADEMIC APPOINTMENTS

Policy 3.3

From Faculty Handbook Approved June 1988

I. UHCL Appointments and Promotion

II At the University of Houston-Clear Lake, the president, senior vice president and provost, and deans of the colleges hold responsibility for decisions concerning appointments, promotions, tenure, and termination of services. Faculty committees at the College level shall advise the deans on all faculty appointments, promotions and tenure actions. Appointments and promotions at any institution in the University of Houston System are awarded by the Board of Regents upon the recommendations of the chancellor and the president.

III No non-tenured member of the faculty should expect continuing appointment beyond the term of his or her current appointment. Any commitment to employ a non-tenured member of the faculty beyond the term of his or her current appointment will depend upon an evaluation of the evidence of a continuing commitment to professional growth and development of the highest quality.

IV Associate professors may be appointed with tenure, subject to approval by the president. However, the president shall confer with a faculty committee and the dean in the appropriate discipline before making such an appointment. Alternatively, the candidate may be required to serve a probationary period not to exceed four years before tenure is awarded. The appointment letter shall state the maximum number of years to be served before the associate professor may be considered for tenure. The probationary period specified in the appointment letter may be shortened by the president at the request of the dean or appropriate authority. (UHCL & UH system)

V A candidate for an appointment or promotion to professor should have a record of accomplishment and evidence of a continuing commitment to professional growth and development of the highest quality.

VI No time in rank is specified for promotion from associate to professor. Professors may be appointed with tenure, subject to approval by the president. However, the president shall confer with a faculty committee and the dean in the appropriate discipline before making such an appointment. Alternatively, the candidate may be required to serve a probationary period which shall be explicitly stated in the appointment letter. (UHCL & UH system).