ARTICLE 17
TENURE POLICY AND PROCEDURES

17.§1 DEFINITION OF TENURE. Academic tenure defines the character of faculty appointment at Western Michigan University as continuous until resignation, retirement, termination for disability, dismissal for cause, or expiration of the recall period in the event of layoff, during which period the laid off faculty member has the rights provided in Article 25, Layoff and Recall.

17.§2 STATEMENT OF PRINCIPLE. In awarding tenure to a faculty member, the University expresses its commitment to assuring academic freedom and to recognizing and rewarding professional achievement. In accepting tenure, the faculty member expresses a commitment to enhancing the University programs and the academic quality of the institution. In recognition of these commitments, and of the effects of tenure decisions upon the nature of the institution, the quality and diversity of its programs, and its ability to maintain academic quality through periods of change, it is essential that tenure review be thorough, fair, and in accordance with clearly-stated criteria. Two categories of review shall be considered in tenure decisions: 1) qualifying requirements and 2) judgmental criteria.

17.§3 QUALIFYING REQUIREMENTS. To be eligible for consideration for tenure, a faculty member must meet qualifying standards in employment status and probationary service. Only those faculty serving on a tenure-track Board appointment are eligible for tenure. A person who is eligible for tenure shall be notified of this eligibility in writing at the time of appointment. Any person whose appointment is solely dependent upon grant or contract funds typically is not eligible for tenure. When faculty in other appointment categories are offered and accept a tenure-track Board appointment, allowance may be made for prior experience, subject to the approval of the provost. Credit for prior service will be determined at the time of the tenure-track appointment and shall be stipulated in the letter of offer. Meeting the qualifying criteria establishes eligibility, but does not ensure attainment of tenure.

Faculty members shall serve a probationary period which shall not exceed six (6) consecutive recognized years (see 17.§3.2 and 17.§3.3) of full-time tenure-track appointment, or the equivalent thereof.

Exceptions to and modifications of the qualifying requirements are:

17.§3.1 Prior Service. Credit may be given for full-time service at the rank of instructor or higher at Western or in other accredited institutions of higher learning. Allowance may be made for other appropriate and comparable professional service. Allowance for prior service in either instance, or both combined, shall not exceed four (4) years. The exact number of years remaining in the probationary period at Western shall be stipulated in writing and approved by the provost at the time of the initial tenure-track appointment.

17.§3.2 Leaves of Absence and Layoffs. A leave or leaves of absence or layoff period totaling two (2) years or less shall not void the continuity of the probationary period. A maximum of one (1) year's leave may be counted toward completion of the probationary
period, provided that written approval is given by the department chairperson, the dean, and the provost at the time the leave is granted.

17.§3.3 Stopping the Tenure Clock. Circumstances may make it necessary to prolong the probationary period. Stopping the tenure clock may occur for no more than two (2) one-year periods during the probationary period. Examples of such circumstances would include extended absence or disability due to illness, injury, or acute family responsibilities (see Article 27, Leaves of Absence) or military service. Unforeseen circumstances in the completion of a terminal degree, such as the death of a doctoral advisor, would also qualify. Stopping the clock would require the written approval of the department chairperson, dean, and the provost. A faculty member for whom the probationary period is extended will have equal extension of sabbatical eligibility, minimum length of service for promotion, and years of service toward retirement. Stopping the clock may involve an unpaid leave of absence or load and commensurate salary reduction.

17.§3.4 Early Final Tenure Review. To request an early final tenure review, a faculty member shall submit a written request and a current vita to the chair of the Department Tenure Committee (DTC) by November 15 in the academic year preceding the requested final review. The DTC shall provide a written response to the faculty member by no later than February 1 in the same academic year. For the 2002-2003 academic year only, the deadline for submitting the written request and a current vita will be October 1, 2002, and the response from the DTC is due by October 7, 2002. There will be no external review in these cases. Only if the departmental unit faculty approves the request by simple majority vote of all tenured departmental faculty, or by other procedures stipulated in the Department Policy Statement, shall an early review take place. There shall be no appeal of this decision. The early final tenure review shall follow the same procedures as those used in a regularly-scheduled final tenure review, but approval to undergo an early final tenure review shall not obligate any reviewing body to render a positive tenure recommendation. Neither a decision not to review nor a negative recommendation resulting from an approved review, shall prejudice a later, regularly-scheduled review. Documentation of the early review and the decisions made regarding the early review shall become a part of the tenure file in the faculty record. If a candidate’s record is judged unsatisfactory for continuation at the second or fourth year review, the fact that the candidate was given permission to be reviewed early for a final tenure decision shall not preclude any review body from rendering a negative decision with a recommendation to terminate.

17.§3.5 Notification. Faculty eligible for tenure consideration shall be so notified by the department chairperson by September 15 of the academic year in which the review takes place.

17.§4 TENURE STIPULATIONS. At the time of the offer of an initial tenure-track appointment, or at the time a faculty member on another appointment status acquires a tenure-track Board appointment, the probationary faculty member shall be advised of the following in the letter of offer as approved by the provost: the areas of evaluation; the departmental criteria;
and the University procedures employed in decisions affecting tenure as provided in the collective bargaining Agreement and the Department Policy Statement. This article, however, shall not prevent the dean from stipulating deadlines for the attainment of the terminal degree.

### 17.§5 AREAS OF PERFORMANCE

For faculty specialists, only professional competence and professional service are considered, and the letter of appointment shall be included in their tenure file. Competence in performing assignments contained in the letter of appointment is especially important for faculty specialists. For traditionally ranked faculty the University standards and department criteria for tenure evaluation shall be assessed in the following three areas of performance:

#### 17.§5.1 Professional Competence

- Competence in teaching is a necessity for awarding tenure to teaching faculty. Therefore, although student evaluations are intended primarily for use in faculty self-improvement, numerical summary data of such ratings shall be included and considered in all tenure decisions. No single item, nor small subset of items, on the student rating forms shall be used as the sole basis for a tenure decision. Student ratings should not be the sole source of information about teaching competence, and it is the responsibility of the faculty member to provide additional evidence of competence. Western shall seriously consider all such evidence in conjunction with numerical summaries of student ratings. Insofar as they are related to the individual faculty member's teaching of assigned courses, successful efforts by the faculty member at curriculum development, teaching innovations, and continuing self-education shall be included in the evaluation. Attainment of various levels and forms of licensure and certification may be considered as constituting professional competence. Competence in the supervision of master's theses, doctoral dissertations, clinical and practicum work, as well as the general tutelage of graduate students, shall also be considered. Competence in performance of other professional duties appropriate to certain units such as the University Libraries and the University Counseling and Testing Center is correspondingly a necessity for the attainment of tenure of faculty whose responsibility is other than classroom teaching.

#### 17.§5.2 Professional Recognition

Professional recognition is a necessity for tenure. It is expressed in many forms and may vary with the faculty member's discipline. In all fields, research, publication, and/or evidence of creative work are considered valuable. Consequently, the publication of scholarly books, monographs, and articles constitute the most usual output that should be recognized. Refereed scholarly material in electronic form shall be considered as evidence of professional recognition. In the areas of literature and the fine and performing arts, creative artistic production is also a primary vehicle for achieving professional recognition. In many fields, working with schools, providing consultation for external agencies, serving as a research consultant for colleagues and advanced graduate students, and preparing scholarly projects are appropriate bases for recognition. In addition, holding office in national, regional, and state professional associations and contributing papers or services to such organizations constitute professional recognition. The preparation of professionally-sound proposals and/or acquisition of externally-funded grants constitute a form of recognition.
17.§5.3 Professional Service. The knowledge and skills of the faculty constitute a resource to the community, region, state, and nation in the name of the University. Faculty service to academic units, colleges, the Faculty Senate, the University, and the Chapter provides these skills and abilities for professional and academic accreditation, and University governance and planning. Professionally-relevant service in any of these venues, both inside and outside of the institution, shall be an important consideration for granting tenure.

17.§5.4 Professional Conduct. The standards of Professional Conduct as delineated in Article 21, Professional Conduct, of this Agreement may be considered in evaluating the three areas of performance.

17.§5.5 External Review Process. External review in the area of professional recognition for traditionally ranked faculty may be initiated by the candidate, the DTC, or the department chair for a candidate’s final tenure review. Reviewers external to the faculty of Western Michigan University shall be appropriate to the tenure candidate’s specialty area. By mutual agreement of the candidate and the department chair, one reviewer may be from Western Michigan University, but external to the department.

17.§5.5.1 General Process. If the external review process is initiated, the candidate and the department chair shall attempt to identify two mutually acceptable external reviewers. If they are unable to reach agreement on two, each will be responsible for securing the services of one reviewer. Materials sent to the external reviewers should include a vita and other items that demonstrate professional recognition. The candidate and the chair should attempt to reach mutual agreement as to these materials. If they are unable to reach agreement, the chair of the DTC shall make the final decision. Western will be responsible for sending the materials to the external reviewers, although the candidate may choose to send his/her materials directly to the reviewers. A letter clearly indicating the purpose of the external review and who shall have access to the letters of recommendation shall be sent by the chair, with a copy to the candidate, to any potential external reviewer selected by the tenure candidate and the chair to participate in the external review process (see Appendix E, External Review Process--Promotion and Tenure). Nothing in the above is intended to prevent a candidate from soliciting external letters without participating in the above process. External letters of recommendation shall be made part of the adjunctive tenure file, but shall not be placed in the tenure candidate's permanent personnel file. Upon conclusion of the tenure review, the adjunctive file containing all existing copies of the external letters of recommendation shall be returned to the tenure candidate. Western shall not release the external letters of reference to the public except as Western deems necessary to comply with law, court order, subpoena, or pursuant to any legal, administrative, or arbitration proceeding.

17.§5.5.2 Timetable. The timetable for external review shall be as follows.

February 15 of the academic year
The latest date for the candidate, the DTC, or
### Exceptions to the above timetable may be granted by mutual agreement of the candidate and the chair.

### In the event that a contractually-specified date in the above timetable falls on a weekend, University holiday, or during semester recess, that due date shall move forward to the next scheduled work day.

### External reviews arriving late shall be immediately added to the candidate’s tenure file (see Article 11.§3.1).

### APPLICATION OF THE UNIVERSITY STANDARDS FOR TENURE

University standards for tenure assessment consist of academic performance and academic potential. Traditionally ranked candidates for tenure must be competent in academic performance and possess academic potential in each of the three performance areas (professional competence, professional recognition, and professional service). Faculty specialists must be competent in academic performance and possess academic potential in the professional competence and the professional service areas. The evaluation of academic performance is based upon the extant evidence at the time of review in each performance area. The evaluation of academic potential is based on cumulative evidence of continuity of professional competence, expansion and maturation of professional recognition, and sustained participation in professional service. A candidate for tenure must achieve evaluations in the three performance areas that are consistent with a reasonable expectation that this candidate, when eligible, will meet the performance standards for further promotion and recognition. University standards will be specified and further defined in each academic department (see 17.§7).

### DEVELOPMENT OF CRITERIA FOR TENURE

17.§7.1 Development of Criteria. Each departmental faculty must, in the Department Policy Statement, develop and make known to its members the departmental criteria for the application and relative importance of the University standards in the three areas of performance. Each academic unit, through its Department Policy Statement, must interpret and apply these criteria to the three University standards using the prevailing standards of the relevant field/discipline/profession. Departmental needs have traditionally been considered in tenure decisions, and the particular skills, expertise, and
accomplishments of the faculty member as they relate to the needs of the department shall continue to be considered.

17.§7.1.1 These criteria will be submitted by each academic unit, according to the process for approving Policy Statements, for approval by Western and the Chapter. Departments without an approved tenure policy interpreting criteria for tenure evaluation will have their applicants for tenure evaluated by faculty committees and administrators on the basis of the general meanings attributed to these criteria as specified in the current WMU/AAUP Agreement.

17.§7.2 Additional Stipulations. While the University standards interpreted through the departmental criteria constitute the minimum University stipulations, departments may propose additional or more particular stipulations. If departments wish to propose additional or more particular requirements, these shall be developed in accordance with the procedures employed in establishing the Department Policy Statement. Departments that write such stipulations should consider the effects of the changes, if any, upon probationary faculty hired prior to the changes.

17.§7.3 Unaffiliated Academic Units. The provost shall ascertain that those procedures incorporating the principles set forth in this article are employed in those academic units not affiliated with a college.

17.§8 TENURE REVIEW PROCESS.

17.§8.1 General Process. Based on the criteria and procedures specified in this Agreement, the qualifications and performance of each probationary faculty member shall be reviewed by Western during the second, fourth, and sixth years of his/her appointment, or, if the probationary period is less than six (6) years, during alternate years, concluding with the final probationary year. Individual departments may, at their discretion, and in accordance with their Department Policy Statements, conduct more frequent intermediate tenure reviews. Tenure reviews are cumulative. Each subsequent review committee must consider the recommendations of earlier committees. Each tenure recommendation shall explicitly state whether it is a positive or a negative recommendation for the award of tenure.

17.§8.2 Joint Appointments. For faculty holding joint appointments, recommendations from the secondary department or unit must be submitted to the home department at least one week in advance of the latest day for the DTC of the home department to inform the faculty member of its recommendation (see Article 14.§2.3).

17.§8.3 Departmental Review. Designated departmental faculty members shall have the right and responsibility to make recommendations, with supporting data, concerning the award or denial of tenure to their colleagues, according to the Department Policy Statement and in accordance with the established criteria and timetable. Only tenured departmental faculty members shall be eligible to participate in the review of candidates.
for tenure, and in the development and rendering of the departmental tenure recommendations. DTCs shall contain at least a majority of traditionally ranked faculty.

17.§8.3.1 Within the guidelines contained herein, it is the responsibility of the faculty of each department to: (a) recommend the evaluation methods to be used; (b) recommend the procedures to be followed; and (c) ensure that tenure evaluations are conducted and the results transmitted, in a timely fashion, to the persons evaluated and to those individuals and groups empowered to make tenure recommendations.

17.§8.3.2 It is the responsibility of the faculty of each department to develop their own procedures for making timely recommendations to the department chairperson and the dean in accordance with the procedures contained in the Department Policy Statement and in compliance with the timetable as stipulated in 17.§10. These procedures shall contain a provision allowing candidates to appeal a recommendation by the DTC prior to the committee's presentation of recommendations to the chairperson and dean. Faculty members shall be informed, in writing, of the evaluation of their professional performance in those areas that were found insufficient by the faculty of the department, as well as those areas found to be satisfactory. This correspondence shall include complete copies of all recommendation letters and appended supplementary materials, positive or negative, that the DTC proposes to send forward to the department chairperson and the dean, so that the faculty member has the opportunity to appeal before recommendation is sent forward. DTCs shall include in their considerations material submitted by candidates and appropriate evidence solicited from and/or submitted by other sources subject to the provisions in Article 11, Faculty Records.

17.§8.3.3 When departments are unable to constitute a DTC with at least a majority of traditionally ranked tenured faculty, or have less than three tenured members to serve on the DTC, the College Promotion Committee, in conjunction with no more than three eligible department faculty, will review the candidate. There will be no department review (see Article 18.§7.2 and 18.§7.2.1).

17.§8.4 Chairperson's Review. The department chairperson shall have the right and responsibility to make recommendations concerning the award or denial of tenure to departmental faculty who hold tenure-track appointments. Such recommendations shall be in accordance with established criteria and the timetable as stipulated in the WMU/AAUP Agreement.

17.§8.4.1 Faculty members shall be informed, in writing, of the evaluation of their professional performance in those areas that were found insufficient by the department chairperson, as well as those areas found to be satisfactory. This correspondence shall include complete copies of all recommendation letters and appended supplementary materials, positive or negative, that the chairperson...
proposes to send forward to the dean, so that the faculty member has the opportunity to appeal before the recommendation is sent forward.

17.§8.5. **Dean's Review.** The dean shall have the right and responsibility to make recommendations to the provost concerning the award or denial of tenure to departmental faculty who hold tenure-track appointments. Such recommendations shall be in accordance with established criteria and the timetable as stipulated in the WMU/AAUP Agreement.

17.§8.5.1 Faculty members shall be informed, in writing, of the evaluation of their professional performance in those areas that were found insufficient by the dean, as well as those areas found to be satisfactory. This correspondence shall include complete copies of all recommendation letters and appended supplementary materials, positive or negative, that the dean proposes to send forward to the provost, so that the faculty member has the opportunity to appeal before the recommendation is sent forward.

17.§8.5.2 At the time the tenure recommendations are forwarded from the dean's office to the provost, all of the supporting material shall be included for each faculty member when the dean has overturned any of the preceding decisions. In addition, a faculty member who requests an appeal hearing with the provost may also request that the supporting material be forwarded to the Provost's Office for review prior to the scheduled hearing.

17.§8.6. **Provost's Review.** If the provost reverses an affirmative recommendation of the Department Tenure Committee, chairperson, or dean, he/she shall provide written notification to the faculty member, the chairperson, and the dean. The notice to the faculty member shall advise him/her of the area(s) in which his/her professional performance was found to be insufficient for tenure. At the faculty member's request, an appeal hearing shall be held with the provost to discuss his/her decision and whether or not a reevaluation should be conducted.

17.§8.7. **Appeals.** A faculty member has the right to appeal recommendations by the DTC, the chairperson, the dean, and the provost. The faculty member shall be informed, in writing, of the evaluation of his/her professional performance in those areas which were found insufficient. DTCs shall inform each affected faculty member of the DTC's recommendation, so that the faculty member may appeal to the DTC before the DTC's recommendation is forwarded to the chairperson (see 17.§8.2.2). Appeals to the DTC shall be in accordance with policies which shall be developed by the departments in accordance with Article 23, Faculty Participation in Departmental Governance. Chairpersons shall inform each affected faculty member of the recommendation of the chairperson, so that the faculty member may appeal to the chairperson before the chairperson's recommendation is submitted to the dean. Deans shall inform each affected faculty member of the recommendation of the dean, so that the faculty member may appeal to the dean before the dean's recommendation is submitted to the provost. The provost shall inform each affected faculty member of his/her recommendation, so that
faculty may appeal to the provost before the provost's recommendation is forwarded to the Board of Trustees. In the case of an appeal by the faculty member, the provost and the President shall consult before the provost renders a decision. At all levels of review, the faculty member shall be given a complete copy of the proposed letters of recommendation and appended supplementary materials, positive or negative, prior to sending that recommendation forward to the next reviewer. In cases where an appeal results in a revised recommendation, the original recommendation and the candidate's request for an appeal will be removed from the tenure file unless the candidate requests otherwise. In cases where the appeal does not result in any change, the appeal materials will remain a part of the tenure file.

17. §9 GUIDELINES. Copies of all guidelines supplied by the Office of the Provost to department committees shall be sent to the Chapter.

17. §10 TIMETABLE. The timetable for consideration of tenure shall be as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 15</td>
<td>Latest date for department chairperson to notify faculty members of eligibility for tenure considerations and/or promotion.</td>
</tr>
<tr>
<td>October 15</td>
<td>Latest date for department chairperson to convene the first meeting of the DTC and/or the DPC.</td>
</tr>
<tr>
<td>October 15</td>
<td>Latest date for faculty member to submit tenure file to DTC and/or promotion file to DPC.</td>
</tr>
<tr>
<td>November 15</td>
<td>Latest date for DTC and/or DPC to inform faculty member of recommendation.</td>
</tr>
<tr>
<td>November 18</td>
<td>Latest date for faculty member to inform DTC and/or DPC of intent to appeal.</td>
</tr>
<tr>
<td>November 23</td>
<td>Latest date for DTC and/or DPC recommendations, together with supporting data, to be presented to the department chairperson and, for promotion, to the CPC.</td>
</tr>
<tr>
<td>January 10</td>
<td>Latest date for department chairperson to inform faculty member of recommendation.</td>
</tr>
<tr>
<td>January 13</td>
<td>Latest date for faculty member to inform chairperson of intent to appeal.</td>
</tr>
<tr>
<td>January 18</td>
<td>Latest date for DTC and/or DPC recommendations, with the separate recommendations of the chairperson appended, together with supporting data, to be presented to the dean.</td>
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<tr>
<td>February 25</td>
<td>Latest date for the dean to inform faculty member of recommendation.</td>
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<tr>
<td>February 28</td>
<td>Latest date for the faculty member to inform dean of intent to appeal.</td>
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<tr>
<td>Date</td>
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<tr>
<td>March 12</td>
<td>Latest date for the dean to present the recommendations of the DTCs and/or DPCs, the CPC (for promotion), and the chairpersons, with the deans' separate recommendations appended, and with the tenure and/or promotion checklist, to the provost. All supporting material submitted by a faculty member shall be held in, or returned to, the office of the dean until the final recommendations are submitted to the Board of Trustees, and, at that time, shall be returned to the faculty member. At the time the promotion/tenure recommendations are forwarded from the dean's office to the provost, all of the supporting material shall be included for each faculty member where the dean has overturned any of the preceding decisions. In addition, a faculty member who requests an appeal hearing with the provost may also request that the supporting material be forwarded to the Provost's Office for review prior to the scheduled hearing.</td>
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<tr>
<td>April 21</td>
<td>Latest date for the provost to inform faculty member of recommendation.</td>
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<tr>
<td>April 24</td>
<td>Latest date for the faculty member to inform provost of intent to appeal.</td>
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<tr>
<td>May 20</td>
<td>Latest date for the provost to inform the candidate of final recommendation.</td>
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<tr>
<td>May</td>
<td>The recommendations of the provost shall be submitted to the Board of Trustees, to be acted upon at the regularly scheduled June meeting.</td>
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17.§10.1 In the event that a contractually-specified date in the tenure timetable falls on a weekend, University holiday, or during semester recess, that due date shall move forward to the next scheduled work day.

17.§11 TENURE DECISIONS.

17.§11.1 Notification of the Award of Tenure. Following action by the Board of Trustees, faculty members who are awarded tenure shall receive timely written confirmation thereof.

17.§11.2 Non-Renewal of Continuing Probationary Tenure-Track Appointments. The circumstances under which a continuing probationary tenure-track appointment may be non-renewed at the expiration of any year-to-year term of such appointment are: (a) unsatisfactory performance in professional competence at the time of a first year review, if required by Western; or unsatisfactory performance in professional competence and/or professional recognition at the time of the second year or subsequent review; or (b) failure to make satisfactory progress toward tenure in the period between two or more reviews by not remedying noted serious deficiencies, so that meeting professional

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1 Western and the Chapter agree that a first-year review is unusual, and constitutes an exception to the norm of providing for a more extended period of time in the probationary period prior to undergoing performance review. A first year performance review shall be called for only under exceptional circumstances, where there is considerable concern regarding performance in the area of professional competence.
standards for tenure awarded by the end of the probationary appointment is not likely. Where such an appointment is not renewed in these circumstances, then written notice of non-renewal (or pro rata pay in lieu of notice) shall be given by the provost according to the following schedule:

17.§11.2.1 Not later than February 7 for a faculty member serving in the first year of a six (6) year probationary period, or, if the appointment did not coincide with the start of an academic year, at least three (3) months prior to the date of non-renewal of the appointment.

17.§11.2.2 Not later than December 15 for a faculty member serving in the first year of a five (5) year probationary period, or for a faculty member serving in the second year of a six (6) year probationary period, or, if the appointment did not coincide with the start of an academic year, at least six (6) months prior to the date of non-renewal of the appointment.

17.§11.2.3 Not later than twelve (12) months prior to the date of the non-renewal of the tenure-track appointment for all other probationary faculty members.

17.§11.2.3.1 In cases involving the denial of tenure or the non-renewal of probationary faculty, the departmental faculty shall have the right to make a recommendation to Western in writing. If such recommendation is not accepted, the departmental faculty may make a second recommendation within sixty (60) days. Western shall have the responsibility, in each instance, for the final decision.

17.§11.2.3.2 Final decisions concerning the non-renewal of a probationary faculty member shall be subject to the grievance procedure of this Agreement.

17.§11.3 Termination of Continuing Probationary Tenure-Track Appointments. The circumstances under which a continuing probationary tenure-track appointment may be terminated at any time during its course are: (a) failure to achieve the terminal degree in a timely manner as stipulated by the terms of the appointment, provided, however, that at the discretion of the provost, the stipulated period may be extended for good cause due to extenuating circumstances beyond the control of the faculty member; (b) dismissal for cause; (c) disability, Article 28, Accommodation for Disability; (d) layoff; or (e) resignation. Except for terminal notice due to layoff, which is governed by the notice provisions of Article 25, Layoff and Recall, termination for any of these reasons shall be effective as of the date Western's final decision is given to the faculty member.

17.§12 GRIEVANCE. Final decisions made by Western shall be subject to the grievance procedures in this Agreement as stipulated in Article 12, Grievance Procedure.
17.§13 BOARD PREROGATIVES. Nothing contained in this Agreement shall be construed to prohibit the Board of Trustees from conferring academic rank and tenure upon persons occupying administrative positions. Sole power to confer tenure rests with the Board of Trustees, which awards tenure by official action approving the President's tenure recommendations. Under no circumstances shall tenure be acquired by default.

17.§13.1 Board Tenure Denial. In cases involving the denial of tenure by the Board of Trustees, the departmental faculty shall have the right to make a recommendation to the Office of the Provost within ten (10) working days of the Board's action. Western shall have the responsibility for the final decision.

17.§14 THE RELATIONSHIP BETWEEN THE TENURE AWARD AND THE AWARD OF PROMOTION TO ASSOCIATE PROFESSOR. For a faculty member ranked as Assistant Professor, the award of tenure shall automatically be coupled with the award of promotion to the rank of Associate Professor. All other promotions shall be governed by the provisions stipulated in Article 18, Promotion Policy and Procedures, of this Agreement.

EDITING APPROVED:

DATE: __________________   DATE: __________________

On behalf of WMU
On behalf of AAUP