

Tenure Recommendations.

Tenure recommendations are primarily the responsibility of the tenured faculty in the candidate's department, subject to administrative approval. Since there is considerable diversity among academic departments, each department shall establish its own tenure review committee. Departmental committees will establish written standards/guidelines for faculty member performance necessary for the granting of tenure. Performance areas will include teaching, scholarship and service. **In addition, an important aspect to the requirements of tenure is that of collegiality, which is a professional, not a personal, criterion. It is manifested by behaviors such as willingness to serve on committees-at the departmental, school, and university levels-and perform the work necessary to departmental operations and its specialized and general education offerings, willingness to provide guidance and support to colleagues in their professional duties, openness to the ideas of others out of respect for democratic differences, and conducting one's professional life without prejudice or disrespect toward others.** The written standards/ guidelines for each **department's tenure requirements** shall be subject to the approval of the tenured faculty of the department, the department chair, the dean of the school, the provost, and the Committee on Academic Freedom and Tenure.