



Policy Title: Tenure

Impact: Employees

Responsibility: Office of Instruction

Effective Date: 12/16/98

Last Update: 09/24/14

Relates to Procedure: 3.02.09

Legal Citation(s):

I. Tenure

Purpose and Definition:

The intent of this policy is to provide the highest quality education to the students of North Idaho College by promoting a sound and stable educational environment in which there is a free exchange of knowledge and ideas.

The purpose of tenure is to protect Academic Freedom, recognized by North Idaho College in policy as the cornerstone of the educational process, and to recognize faculty members who have demonstrated effective teaching and academic preparation, effective performance of contractual responsibilities, continued professional growth, adherence to standards, and a commitment to the college.

Tenure encompasses rights and responsibilities based on the principles of fairness and the provisions of due process.

Through tenure, NIC seeks to attract, select, and retain faculty members whose competence, qualifications, educational philosophy, dedication to their students, and commitment to the profession, best complement the educational mission of the department, the institution, and the discipline(s), thereby serving the broader interests of society.

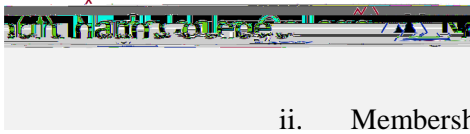
Tenure at North Idaho College is awarded to full-time faculty members by the North Idaho College Board of Trustees in recognition of demonstrated proficiency. Tenure is defined as a reasonable right to continue



II. Eligibility to Apply for Tenure

A. Education and service requirement:

- i. Full-time faculty members who have fulfilled the educational qualifications for faculty as specified in NIC Policy, and have completed three (3) continuous years of service in a tenure track position, are eligible to submit a portfolio application for tenure. An exception to the continuous years of service requirement may be allowed with approval from the Tenure Committee and the vice president for instruction (VPI). Faculty members whose contracts begin at a time other than fall semester will begin accumulating time toward tenure eligibility at the start of the next regular academic year.
- ii. The VPI may, subject to the agreement of the faculty member and appropriate dean and/or division chair, approve the substitution of other assigned duties to meet the teaching requirement, if the substitution is for one academic year (thirty credit hours) or less. Such assigned duties may include, but are not limited to, increased student advising, professional development, assistance to division chairs, curriculum development, or alternative course design.
- iii. The VPI will obtain the approval of the president if the substitution of duties to fulfill the teaching requirement is offered to fulfill more than thirty (30) credit

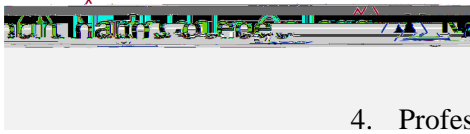


- ii. Membership Terms: Committee membership will be limited to a term not to exceed 5 years with the exception of the Chair. The Chair may remain on a sixth year to maintain continuity. Members will rotate off the committee in such a manner to insure there are a minimum of at least three members with three or more years of service.

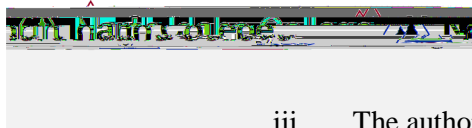
B. Responsibilities:

- i. The procedures for this policy describe the Tenure Committee's responsibilities in facilitating the tenure process, which include the participation of faculty candidates, faculty evaluation teams (FETs), division chairs, and administrators.

IV. Conferral



4. Professional Growth: Continues professional growth activities as determined and agreed upon between the faculty member, the division chair and/or the appropriate dean, and the VPI;
 5. Contractual Responsibilities: Demonstrates effective performance of the duties and responsibilities outlined in the candidate's contract for employment and the Teaching Focus policy;
 6. Professional Ethics: Exhibits conduct consistent with professional ethics, integrity, collegiality, and in avoidance of conflicts of interest, described and defined by the Professional Ethics policy;
 7. Continuing Performance: Provides reasonable assurance based on past performance that he/she will continue to meet the standards for tenure;
- ii. North Idaho College expressly disclaims all promises, assurances, or representations regarding conferral of tenure or employment security made by any individual at the college inconsistent with this policy and disclaims any possibility of tenure arising from any action other than an official ~~confi~~



- iii. The authority to approve the retention of tenure during leaves may be delegated to an acting VP