

## POLICY LIT.9.10 TENURE

### **SCOPE:** Faculty

As of Fall 2023, Lamar Institute of Technology (LIT) only hires faculty members as non-tenure track faculty.

Previous criteria and Requirements:

1. *Criteria:* Tenure track faculty will be evaluated on the following criteria in order to be awarded tenure.
  - 1.1. Effectiveness as a teacher
  - 1.2. Departmental, organizational and committee service
  - 1.3. Student relationships including advising, counseling, tutoring, mentoring and supervision
  - 1.4. Research and scholarship
2. *Requirements:* Tenure track faculty must meet requirements to be granted tenure:
  - 2.1. Only tenure track members of the faculty with the academic rank of Instructor I, II, III, or IV may be granted tenure.
  - 2.2. Faculty members must possess the appropriate degree from an accredited institution in the discipline taught or a related discipline or possess the level of training that is determined equivalent in a special field or discipline.
  - 2.3. An exceptionally capable and proven instructor needed for a special assignment may be granted immediate tenure at the discretion of the Texas State University System (TSUS) Board of Regents.
  - 2.4. In exceptional cases, tenure may be granted at the time of appointment to any academic rank by the TSUS Board of Regents, or tenure may be withheld pending satisfactory completion of a probationary period of faculty service.
  - 2.5. In the case of a person who is receiving an appointment both as a faculty member and Department Chair or Vice President, the President may submit a written justification to the TSUS Board of Regents that the person be granted tenure status as a faculty member at the time of appointment.
  - 2.6. In very unique and limited cases in which a person is being appointed solely as a faculty member, the President may submit a written justification to the TSUS Board of Regents that the person be granted tenure status as a faculty member at the time of appointment.

**Related Procedures:** LIT.9.10.01 Procedures for Granting Tenure

**Relevant Forms/Documents:**

**Relevant TSUS Policies/Forms/Documents:** TSUS Policy 4.2 Tenure

**Relevant Statutes:** Texas Education Code, Section 51.942

**Relevant SACSCOC Standards:**

**Document History:**

*Adopted: September 2007*

*Reviewed:*

*Revised: August 2025*