



Level: University Policy
Originally Issued: July 17, 2026
Policy Owner: Board of Trustees
Policy Implementation: President

FACULTY TENURE

POLICY

Pursuant to Alabama Law, Act No. 2026-432, the Athens State University Board of Trustees authorizes the awarding of tenure to eligible full-time faculty members upon successful completion of, and approval through, the tenure review process established by University policies and procedures. Additionally, the Athens State University Board of Trustees authorizes the dismissal of a tenured faculty member based on conditions outlined in University policies and procedures.

PURPOSE AND SCOPE

The purpose of this policy is to establish the process for awarding tenure, the dismissal of a tenured faculty member, as well as standards relating to post-tenure review.

Granting of Tenure

Tenure recommendations will be presented by the President to the full Board for final approval.

Dismissal of Tenured Faculty Member

A tenured faculty member may be dismissed at any time after being provided with legally required due process, as outlined in the University's *Termination, Transfer and Suspension of Faculty* and the *Employee Grievance Procedure*, based on any of the following determinations:

The faculty member has committed serious misconduct that includes but is not limited to the following:

- a. Exhibited professional incompetence.
- b. Failed to perform duties or meet professional responsibilities of the faculty member's position, including, but not limited to, failure to perform as documented in a post-tenure review.
- c. Failed to successfully complete any post-tenure review professional development program.
- d. Engaged in behavior that adversely affects the public institution of higher education or the faculty member's performance of duties or meeting of responsibilities.
- e. Violated laws or committed policy violations deemed to be terminable offenses by the institution.

- f. Been convicted of a crime affecting the fitness of the faculty member to engage in teaching, research, service, outreach, or administration.
- g. Engaged in unprofessional conduct that adversely affects the institution or the faculty member's performance of duties or meeting of responsibilities.
- h. Falsified the faculty member's academic credentials.
- i. There is actual financial exigency or the phasing out of the institution's programs requiring elimination of the faculty member's position.
- j. There is other good cause as defined in the institution's policies.

Periodic Post-Tenure Review

The Athens State University Board of Trustees approves periodic post-tenure review of all tenured faculty members at the University, conducted no more frequently than once per year and no less frequently than once every six years following the date tenure is granted. The post-tenure review shall include a peer evaluation of the faculty member's performance in the areas of teaching, scholarship, and service. The review will be directed toward the professional development of the faculty member.

The Athens State University Board of Trustees delegates the responsibility for ensuring that these policies and procedures are developed, implemented, and monitored to the President of the University.