

# **Tenure and the Mission of PLNU**

## **Basic Philosophy**

**The mission of Point Loma Nazarene University is best maintained through diligent and careful hiring of the right new faculty members and by rigorous pre- and post-tenure reviews. Retaining the faculty members who meet the standards of review is central to maintaining the mission of the University. Tenure seeks to assure that the faculty member and the University maintain the covenantal relationship that exists between them.**

**This tenure system is designed for the benefit and protection of both the individual and the University. The mutual acceptance of such a potentially permanent relationship follows the satisfactory conclusion of carefully prescribed evaluation procedures. The probationary period gives the University an opportunity to observe and evaluate the character and quality of service of the faculty member. Likewise, it gives the faculty member an opportunity to observe and evaluate his/her own suitability to the University. Although this mutual evaluation occurs at each contract renewal, it becomes critical at the time of tenure consideration. The Rank and Tenure Committee and the President are charged with the responsibility of evaluating the qualifications of faculty members applying for tenure. The Rank and Tenure Committee reviews and evaluates the professional and missional qualifications of faculty members and provides its recommendation of tenure candidates to the President. The President is ultimately responsible to make the final recommendation of faculty tenure candidates to the Board of Trustees for their decision on tenure.**

**A faculty member who successfully completes both the probationary period and the evaluation procedures which precede election to tenure, who finds the distinctive characteristics and expectations of the University acceptable, and who receives the necessary prescribed recommendations and final approval of the Board of Trustees, shall be granted tenure and not be terminated except as hereinafter provided.**