

## **RESOLUTION FOR THE PROTECTION OF THE TENURE PROCESS**

Members of the Tennessee Technological University Faculty Senate hereby adopt the following resolution by consent concerning current and future threats to the structure of the faculty tenure process.

**WHEREAS**, the tenure process is vital to ensuring free discourse and instruction within universities

**NOW, THEREFORE, BE IT RESOLVED**, that the Tennessee Tech Faculty Senate opposes perceived encroachments on academic freedoms provided by tenure due to the following causes:

- Tenure protects shared governance, allowing faculty to freely share ideas with the administration regarding university decisions affecting programs and students without fear of disciplinary action.
- Tenure is an incentive and benefit to current and future faculty members, ensuring they achieve high academic, service, teaching, and research standards. Without tenure, the University must increase salaries to remain competitive with private and corporate employers.
- Tenure supports a faculty's long-term commitment to the University and students, and aids in developing trust and relationships that impact current students and alumni.
- Tenure enables the pursuit of sustained, long-term research grants and programming goals that lead to innovation and discovery and the support of student experiences.
- Tenure allows faculty and students the academic freedom to encourage and challenge bold ideas, open inquiry, intellectual diversity, and debate.
- Tennessee Technological University's current tenure policies, Policy 205 (Faculty Tenure) and Policy 207 (Tenured Faculty) incorporate a rigorous evaluation and review process by faculty peers, the administration, and the Board of Trustees. These policies are approved by the Academic and Administrative Councils, the University Assembly, and the Board of Trustees and promote accountability, professional standards, and excellence in teaching, scholarship, and service.

**BE IT FURTHER RESOLVED** that the Faculty Senate affirms the importance of tenure as a foundational element to the success of the University, its students, alumni, programming, operations, and research.

Passed Faculty Senate on April 17, 2026.