

tenure does not create a property interest in any attributes of the faculty position beyond the annual salary. By way of example only, tenure does not create a property interest in laboratory space, a particular office, the right to teach graduate students, or use of research materials or equipment." Only members of the LU faculty with the rank of Associate Professor or Professor may be granted tenure.

- C. Discretionary Nature of Promotion. As stated in *Rules and Regulations*, Chapter V, Subparagraph 4.31, "The academic promotion of a faculty member is discretionary on the part of the President of the Component, the Chancellor and the Board of Regents. Faculty members do not have an entitlement to a prospective promotion rising to the level of a property interest, and the denial of a prospective promotion is not sufficiently stigmatic to constitute a liberty interest. No commitments, implied or otherwise, shall be made by any individual regarding faculty promotions without the prior written approval of the President, and all faculty promotions shall be subject to the approval of the Chancellor and Board of Regents. Faculty members who are not recommended for promotion shall not be entitled to a statement of reasons for the decision against the recommendation. However, supervisors are encouraged to offer suggestions for a program of professional development in teaching, scholarly or creative work, and leadership or service that may enhance the likelihood of promotion in the future."

IV. PROFESSORIAL RANKS

- A. LU shall utilize the following professorial ranks for tenure-track and tenured faculty: Assistant Professor, Associate Professor, and Professor. A doctoral degree or recognized terminal degree is required for all tenure-track/tenured professorial ranks.

V. DOCTORAL AND RECOGNIZED TERMINAL DEGREES

- A. An earned terminal doctoral degree from a regionally accredited institution of higher education is the educational standard for initial appointment or promotion beyond the rank of Instructor. However, Academic Affairs Council recognizes an earned terminal master's degree as equivalent to a doctoral degree for appointment and promotion standards in some disciplines. Academic Affairs Council is responsible for establishing the status of all accredited degrees in the disciplines with a terminal master's degree. Employees must have a Documentation of Qualifications (DOQ) form on file which provides supporting documentation and rationale for each faculty member's education and expertise in the field.
- B. Terminal Master's Degrees Defined. A 60-hour terminal master's degree or an equivalent 30- to 45-hour master's degree with a minimum of 30 graduate credit hours in the teaching field. The Dean of the discipline's college and the Chair of the discipline's department will determine the acceptability of additional degrees/equivalents.
- C. Current Terminal Master's at LU. Academic Affairs Council currently recognizes the following terminal master's degrees as equivalent to the doctoral degree requirement in appointment or promotion to the ranks of Assistant Professor, Associate Professor, and Professor. NOTE: While doctoral degrees are available in some of the disciplines below, the terminal master's is widely accepted in these disciplines as the terminal degree.

2. Current curriculum vitae. A copy of a current curriculum vitae must be submitted. The candidate may include an essay of no more than three (3) double-spaced pages highlighting special accomplishments listed on the curriculum vitae.
3. Signed F2.08 forms. Copies of all signed F2.08 forms that pertain to the period of review must be submitted.

VIII. PRIOR CREDIT TOWARD TENURE

- A. Approval to count any of the time spent in the rank of Instructor as prior service toward tenure must be approved, in writing, by the Department Chair, College Dean, and Provost prior to initiation of the promotion process.

IX. REVIEW SCHEDULE AND RESPONSIBILITY

Review Schedule: Every three years on or before the date the policy was last revised and/or approved.

Responsible Party: Academic Policy Advisory Council

X. APPROVAL

Dr. Brett C. Welch	06/17/2024
Provost and Vice President for Academic Affairs (Acting)	Date
Dr. Jaime R. Taylor	06/17/2024

