

SB 18

WHAT YOU NEED TO KNOW

WHAT'S CHANGED UNDER SB 18?

- Tenure is no longer wholly up to individual campuses.
- Your institution must develop and adopt policies and procedures regarding granting and dismissal of tenure.
 - The institution must seek advice and comments from faculty before adopting any tenure-related practices or procedures. This feedback must be given the utmost consideration.
- All tenured faculty will have comprehensive performance evaluations at least once every six years, but no more than once per year.
 - This evaluation must be based on the professional responsibilities of the faculty member.
 - All faculty members should be given notice of the manner and scope of the evaluation.
 - If you receive an unsatisfactory rating in any area of the evaluation, you must be given a development plan with benchmarks for returning to satisfactory performance.
- Grounds for termination of tenured faculty have expanded.
- You may be dismissed for:
 - Showing “professional incompetence.”
 - Repeatedly failing to perform duties or meet professional responsibilities.
 - Failing to successfully complete a post-tenure review professional development program.
 - Violating laws or institutional policies substantially related to your duties.
 - Conviction of a crime affecting your fitness to engage in teaching, research, service, outreach, or administration.
 - Engaging in “unprofessional conduct,” “moral turpitude,” or “serious misconduct.”
 - Falsifying your academic credentials.
 - An actual financial exigency or phasing out of the institution’s program requiring elimination of your position.
 - Or for any other “good cause” based on your institution’s policies.
- Though your institution may move to dismiss you at any time, you must be afforded written notice and an opportunity to respond before termination.
- If terminated, you must be given a written determination of your dismissal and information about post-dismissal appeal process.