

REPORT ON TENURE POLICY

1 MANDATE

The Board of Governors meeting on November 14, 1992, after the General Synod Lincoln, asked the senate to investigate:

1. Should there be a policy for tenure?
2. If so, what should it be?

2 SHOULD THERE BE A POLICY?

2.1 Background

The first professors were apparently appointed with tenure. It appears that the distinction of tenured and non-tenured professor was first introduced or implied with the appointment of Rev. W.W.J. Van Oene and Prof. C. Van Dam in 1980 (cf. *Acts Smithville 1980*, Art. 12) . This can be deduced from the fact that Rev. W. W. J. Van Oene and Prof. Van Dam were given tenure in 1983 (*Acts Cloverdale 1983*, Art 15).

Under Considerations of Art 15.C.3.a (*Acts Cloverdale 1983*), we read that:

The proposal to grant tenure to Professor C. Van Dam and the Rev. W.W.J. Van Oene is based on the recommendation of the Board of Governors, who also state that "it is clear that the instruction is not only on a scholarly level, but also faithful to the Scriptures and confessionally sound.

When Prof. J. Geertsema was granted tenure, It was acknowledged that he had received the M. Th. degree and the observation was made that the Board of Governors has the power to grant tenure according to the Theological College Act (sec., 5.11) and that at present no policy for granting tenure is in place (*Acts Lincoln 1992*, Art 17).

2.2 Conclusions

A. While no policy may have officially been in place, it is clear from the above that:

1. Tenure is granted by the Board of Governors at the direction of the General Synod.
2. Factors in granting tenure include
 - i. that the teacher in question is equipped to furnish scholarly lectures;
 - ii. that the lectures are on a scholarly level and
 - iii. that they are faithful to Scripture and confessionally sound.

B. It may be good to formally incorporate the above in a formal policy on tenure so that in the future all faculty members will be treated alike.

3 PROPOSED POLICY

In recognition of the unique situation at the Theological College (which includes the smallness of the institution as well as the supporting community), it is neither desirable nor necessary to propose a tenure policy that fits larger institutions better than ours. See as an example, the enclosure re tenure policy at Redeemer College (from *Redeemer College Faculty Handbook* [rev. Nov. 1992], 15-17).

A policy on tenure should include the following elements:

1. Definition

The granting of tenure means that a professor's teaching responsibilities at the Theological College continue indefinitely.

In accepting tenure, a professor indicates a commitment to continue to meet the academic standards and to strive for excellence in his discipline. Should this not be the case, the Board of Governors would need to decide whether the status of tenure should be revoked and the professor in question dismissed.

2. Criteria

The following criteria are important in the granting of tenure:

- i. The educational background and formal academic upgrading (if desirable and necessary) of the professor. He should be equipped and continue to equip himself to furnish scholarly lectures.
- ii. The lectures must not only be faithful to the Scriptures and be confessionally sound, but must also be scholarly.
- iii. The professor must be able to communicate his discipline in a satisfactory manner.
- iv. The professor must enjoy the respect of his colleagues and of the students.
- v. The professor must exhibit the ability to respond to student feedback and colleague input for improving his courses or method of teaching.
- vi. The professor must give evidence of his scholarship through publications, public lectures and participation in activities, especially within the Canadian Reformed community.

3. Procedure

- i. By January 1 of the year in which a synod will be held, the faculty member involved will submit to the Academic Dean an up-to-date activity list (or *curriculum vitae*) as well as a written self-evaluation, in which he also notes, for example, his contributions to the Theological College.
- ii. Keeping in mind the target date of six years from the initial appointment, the Academic Committee of the Board of Governors will carefully monitor classroom reports as submitted by the academic governors, as well as input from the academic dean (who will pass on appropriate evaluations from colleagues and also have access to student evaluations). The faculty member involved will be kept fully informed.
- iii. Before the Synod that is to deal with the granting of the tenure, the academic committee will propose the granting of tenure to the Board of Governors for adoption by the full Board.
- iv. This proposal will go to the next Synod for implementation, i.e., that is that Synod direct the Board of Governors to grant tenure to the professor involved.

respectfully submitted to the Board of Governors by the senate,

J. Geertsema, secretary