

- (iii) Discontinuance or reduction of an academic unit or sub-unit. Academic unit shall refer to a college, school, division, or department. Academic sub-unit shall refer to (a) a recognized program of study within an academic unit; (b) recognized subdivisions of an academic discipline. The university shall make an effort to relocate tenured faculty members in appropriate positions in the institution if such are available.
- (iv) For cause, which shall mean one or more of the following:
 - 1. Gross neglect of duties
 - 2. Physical or mental incapacity.
 - 3. Moral turpitude.
 - 4. Conviction of a felony.
 - 5. Witting and incorrigible breach of the signed contract with the university.
 - 6. Unfitness to teach, e.g., because of incompetence in one's subject, failure to communicate effectively, or lack of scholarly objectivity or integrity in the classroom.
- lb) While the university must protect all faculty members' rights, faculty members must be sensitive to the university's needs and seek to fulfill the best ideals and expectations of the academic profession as a whole and one's discipline in particular. Among the individual's obligations are:
 - (i) To perform faithfully all the services for which one is engaged, in keeping with the main qualifications bearing upon tenure (see Bylaws V, 1, b).
 - (ii) To undergo thorough periodic review of one's professional activities and cooperate in attempts to improve areas showing need of it.
 - (iii) To make use of the provisions for sabbatical leaves of absence (see Bylaws V, 2) for professional improvement in one's discipline or for education in preparation for service in a related area.
- lc) In any attempt to remove a tenured faculty member from his or her position or to take other disciplinary action against him or her, the burden of providing adequate cause lies with the university.
- 2) Eligibility for tenure at Pacific Lutheran University is related primarily to the function of teaching. Teachers who are appointed to the rank of assistant professor, associate professor, and professor shall have the rights and privileges appropriate to their rank including tenure or the eligibility for tenure. The same rights and privileges apply to those appointed to the position of librarian.

Tenure-eligible part-time faculty must also receive appointment to one of the ranks eligible for tenure. All other part-time teachers, including adjunct professors and instructors, are not eligible for tenure and shall not be appointed to one of the ranks eligible for tenure.

Academic tenure does not pertain to administrative positions. An administrator holds a position subject not to the rules of tenure but rather to the conditions of a contract. While no administrative appointment shall be considered tenured nor of itself confer eligibility for tenure, an individual already holding a tenured appointment at Pacific Lutheran University upon assuming an administrative position shall retain previously acquired tenure.

Upon recommendation of the president and approval by the Board of Regents an administrator may be assigned faculty status with all attendant rights and privileges except rank or eligibility for tenure.

Upon recommendation of a school or department and the approval of the president and the Board of Regents an administrator may be assigned faculty rank within the school or department. Such an appointment to faculty rank and subsequent retention, promotion, or tenure shall be subject to normal procedures for evaluation of a candidate's academic qualification.

- 3) The terms and conditions of every appointment shall be stated in writing and be in the possession of both institution and appointee before the appointment is consummated. The contract for the initial appointment to a tenure eligible position shall include a statement of the amount of probationary credit toward tenure to be allowed for service elsewhere. Beginning with the appointment to the rank of assistant professor or a higher