

September 2009

College of Agricultural Sciences Policy for Implementing “Partial Tenure Relinquishment Program”

- This policy applies to all faculty positions in the College, regardless of state funding source.
- Any faculty member with 1.0 FTE tenure on 12-month or 9-month appointment may request to reduce their tenure base to 0.75 FTE. If a tenure relinquishment proposal is approved, it means a salary increase equal to 12.5 percent of the faculty member’s current 1.0 FTE annual salary rate. The salary increase will begin on the effective date of partial tenure relinquishment, as specified in the tenure relinquishment agreement.
- This one-time increase in base salary is intended for those faculty who can demonstrate that they can replace the *entire* 0.25 FTE with salary from grant funds for a minimum of two years. (If this funding lapses in subsequent years, the unit assumes responsibility for the OPE costs associated with the unfunded 0.25 FTE.)
- Faculty may request a reduction in tenure base *without* seeking an increase in salary rate; in those circumstances, no salary backfill from grants is required.
- Salary and OPE savings associated with partial tenure relinquishment (with or without a salary increase) may be used by the unit to offset budget reductions.
- Partial tenure relinquishment typically will be achieved in proportion to the composition of the assigned FTE.
- Partial tenure relinquishment requests for faculty whose tenure home is in the College of Agricultural Sciences must be approved by the dean’s office.
- For the College’s faculty with Extension appointments, partial tenure relinquishment requests must comply with *both* the College’s policy and the OSU Extension Service policy.

Questions should be addressed to your associate dean.

Source:
Office of the Dean
College of Agricultural Sciences
Oregon State University
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