

Ending Tenure

The tenure system protects underperforming faculty members, making it nearly impossible to fire them.

This outdated system leads to colleges that are slow to respond to workforce needs and results in lower teaching standards.



Only **24%** of all professors in the U.S. **are tenured**.

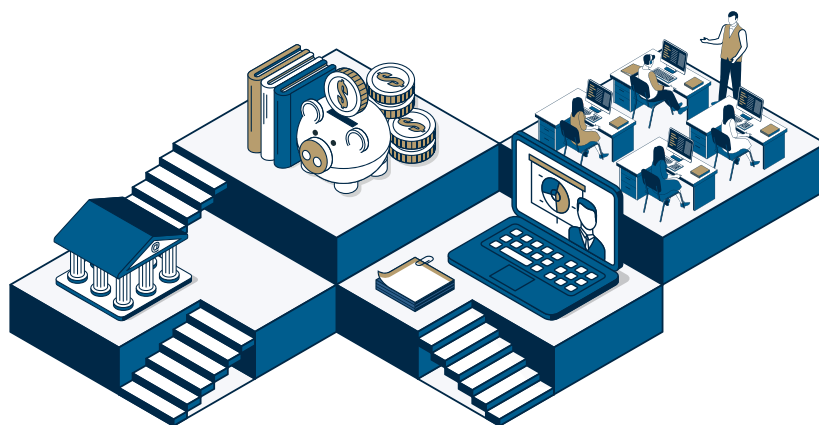


Boise State University found that classroom teaching time drops from **52% before tenure** to **28.9% at full professorship** (post-tenure).



Post-tenure review is frequently ineffective. Only **27%** of institutions with post-tenure review **have policies that can actually lead to a professor being fired**.

Institutions must make tough decisions to close programs that are no longer relevant to workforce requirements, but they cannot do so quickly under the current tenure model.



THE SOLUTION

A contract system would enable institutions to release professors for misconduct and foster agility in responding to a state's workforce needs.

Contracted faculty systems are already in use and hold faculty accountable for their conduct, performance, and student outcomes, while also helping college administrators adapt to job-market needs through agile program development.



A five-year contract allows professors to **maintain employment stability** and focus on what is needed to ensure their contract is renewed.



Specific contract metrics focused on student learning and outcomes help **ensure professors do their job well.**

WHY IT MATTERS

Revising the tenure system will enhance academic quality by removing underperforming faculty members, ensuring that colleges and universities offer high-quality teaching and relevant educational programs for students.

THE BOTTOM LINE:

Replacing tenure with renewable contracts enhances academic quality, protects students, and enables colleges to remain aligned with workforce needs.