

TENURE FAQs

At Emory University, being granted tenure signifies a mutual commitment between the institution and a faculty member, recognizing the individual's significant contributions to their academic field and the university community. Tenure provides a continuous appointment, ensuring job security and reflecting Emory's confidence in the faculty member's professional abilities and potential for future contributions.

What are the benefits of tenure?

- Recognition of having met a higher level of academic achievement
- Tenure guarantees a job, in the absence of a compelling reason for dismissal.
 - Per Statement of Principle Governing Faculty Relationships, reasons for terminating continuous appointments include one or more of the following reasons: moral delinquency, neglect of academic duty, incompetence, permanent physical or mental incapacity for which there is no reasonable accommodation, or other such adequate cause.
 - Salary can be reduced gradually over time with evidence of being far below expectations on the CCPR but would likely never go to zero.
- Tenure also gives you the option to vote in certain faculty elections and to serve on presidential advisory committees and the Tenure and Promotion Advisory Committee (TPAC).

Can tenure be granted only when you go up for promotion?

No. Promotion and grant of tenure are distinct recognitions and although require a similar review process, they can be pursued separately. Theoretically, assuming other criteria have been met, an Associate Professor, non-tenured, could potentially pursue grant of tenure, promotion to professor, non-tenured, or promotion to Professor and grant of tenure. However, pursuing grant of tenure at the associate professor level prior to promotion to professor with tenure is the generally recommended strategy.

What is the timeline that tenure must be granted?

All faculty are eligible for tenure. The clock for tenure lasts eleven years. Tenure must be granted within 11 years of becoming an assistant professor at Emory. The clock for someone who was an assistant professor elsewhere may be shorter; please check the offer letter. Those whose appointment at Emory is at the level of Associate Professor have five years to be granted tenure. Coming in as a Professor allows three years to become tenured. This can be extended for extenuating circumstances, like maternal leave or serious illness.