1. In the proposed terms for tenure, ‘tenured’ staff could be terminated for:

(a) failing to perform the duties of appointment only

\[1 + 2 + 3 = 19\%\]
\[4 + 5 + 6 = 81\%\]

(b) closing down of a program, department or unit only

\[1 + 2 + 3 = 69\%\]
\[4 + 5 + 6 = 31\%\]

(c) both (a) and (b)

\[1 + 2 + 3 = 39\%\]
\[4 + 5 + 6 = 61\%\]

2. In a performance-based system, it is acceptable that:

(a) the biennial salary increment can be fractional and subject to budgetary constraints

\[1 + 2 + 3 = 38\%\]
\[4 + 5 + 6 = 62\%\]

(b) Senior academic posts have to be created before staff can be considered for promotion on merit basis

\[1 + 2 + 3 = 56\%\]
\[4 + 5 + 6 = 44\%\]

3. A probationary period (maximum three years) is required for staff offered “tenure”:

(a) (a) after two 3 or 4-year contracts (3 + 3 or 4 + 4)

\[1 + 2 + 3 = 51\%\]
\[4 + 5 + 6 = 49\%\]

(b) upon joining the University at the rank of Associate Professor or above

\[1 + 2 + 3 = 42\%\]
\[4 + 5 + 6 = 58\%\]