

PROCEDURES FOR TENURE ON APPOINTMENT TO A FACULTY POSITION

From time to time, the University may hire a new faculty member with tenure upon appointment. Such appointments may only be offered to individuals who have held tenure at an accredited four-year institution of higher education and who are academics with distinguished credentials and a proven record of accomplishment consistent with the criteria set forth in the University's policy regarding "Faculty Roles and Expectations."

The process for appointment to a faculty position with tenure will follow the normal process in effect for all new faculty appointment decisions, that is, review and recommendation by departmental committees, department chairs or unit directors, the dean, the provost, the president, and finally recommendation for action by the president to the Board of Trustees. At each level of review, the recommendation shall be specific both (1) as to appointment and (2) as to the granting of tenure with a recommended appointment.

In instances where a concurrent faculty appointment is contemplated with an appointment as a senior academic administrator - limited to an academic dean or school director, provost or president - the search committee is charged with identifying candidates who, in its academic judgment, are qualified for appointment at the rank of professor in one of the disciplines of one of the University's colleges or schools. When a search committee has identified finalists for the on-campus public interview process, the specific academic department or unit in which a candidate would hold a concurrent faculty appointment shall have the opportunity to review the candidate's recruitment file. The department chair, after consultation with the department or appropriate department committees, will provide the president with an assessment in writing as to whether or not, in his/her academic judgment, the candidate is qualified for appointment in the department at the rank of professor and a recommendation concerning the granting of tenure in the faculty appointment.

Adopted: February 27, 2014