

Initial Appointments With Tenure Policy

Purpose: This policy determines tenure eligibility requirements for new faculty hires.

Purpose and Nature of Revisions: University policy allows colleges to hire faculty with tenure for incoming associate and full professors if their record merits tenure and if there is support of the faculty, department head, Dean, and Provost. College policy only allowed consideration of tenure for incoming professors (excluding associate professors). In recent years, there have been several cases where job candidates have turned down offers or have not applied for positions because we could not offer tenure. Many of the recent faculty positions that the college has been allocated from the Office of Academic Affairs have been at the associate professor rank with salary allocations high enough to allow us to recruit very high performing individuals. Maintaining a policy that prohibits the possibility of tenure for those individuals will make those positions very difficult to fill.

Estimated Impact on Faculty

Number of Faculty Impacted: The impact on current faculty is minimal. There are three untenured associate professors in the college; two of those individuals have applied for tenure this year. There are several recent hires at the rank of assistant professor that may have been considered for appointment as associate professors with tenure; however, their appointments at assistant professor will allow them to take advantage of the automatic raise associated with promotion to associate professor. In nearly all cases, experienced faculty hired at the rank of assistant or associate professor were given the option of submitting materials for promotion/tenure with a shorter tenure clock than usual in the offer that they signed.

Benefits to Faculty: The revised policy benefits currently faculty by allowing us to recruit high-quality collaborators. The primary benefit is for incoming associate professors, who will have the ability to qualify for tenure (though must still meet the appropriate standards).

Benefits to College: The revised policy will increase our ability to recruit highly qualified candidates at the associate professor level. The policy does not change the standards for tenure. The policy does not require that departments consider tenure for every candidate. Departments may choose not to pursue tenure as a general rule or in specific cases.

Effective date: Immediately upon passage

Version History:

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| 11/26/16 | Policy revised by Senior Associate Dean Jonathon Halbesleben, presented to department heads for review |
| 1/26/17 | Policy revised by Senior Associate Dean Jonathon Halbesleben based on initial feedback from department heads regarding implementation. Submitted to FEB for approval. |
| 2/2/17 | Approved by unanimous vote of FEB. |

D. INITIAL APPOINTMENTS WITH TENURE POLICY

Current Policy: September 2011

It is the policy of the Culverhouse College of Commerce that tenure is not normally awarded at the time of an initial appointment to faculty rank. Exceptions may be made for distinguished chairs and for other faculty hired at the rank of Professor whose professional stature, records of teaching and scholarship, and potential for making an outstanding contribution to the mission of the College are so strong and convincing as to merit the awarding of tenure without the normal probationary period for evaluation.

A decision to award tenure at the time of initial appointment requires an affirmative vote of the departmental faculty, the support of the Department Head/Director and the Dean, and the concurrence of the Provost/Vice President for Academic Affairs. In making this decision, the candidate's record and credentials are examined from the standpoint of 1) teaching experience and evidence of instructional effectiveness, 2) quantity and quality of research, publication and scholarly achievement, 3) professional stature in the discipline, and 4) potential for making an ongoing meritorious contribution to the mission of the College and the University in teaching, research, and outreach/service activities.

Current UA Handbook Policy

(<http://facultyhandbook.ua.edu/iv-awarding-tenure-to-probationary-faculty.html>)

C. Initial Appointment with Tenure

It is the policy of The University of Alabama not to award tenure at the time of initial appointment to faculty rank. Exceptions may be made at the ranks of Associate Professor and Professor provided candidates have a record of substantial experience and accomplishments and provided they possess the professional stature and abilities to merit the award of tenure without a probationary period for evaluation. In making a decision to award tenure at the time of initial appointment, the candidate's record and credentials are examined from the standpoint of (1) teaching experience and evidence of instructional effectiveness; (2) quantity and quality of research, publication, creative activity, and scholarly achievements; (3) professional stature in the discipline; and (4) potential for making an ongoing contribution to the University's mission in teaching, research, and outreach/academic citizenship.

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Proposed Revised Policy: January 2017

It is the policy of the Culverhouse College of Commerce that tenure is not normally awarded at the time of an initial appointment to faculty rank. Exceptions may be made for distinguished chairs and for other faculty hired at the rank of Professor or Associate Professor whose professional stature, records of teaching and scholarship, and potential for making an outstanding contribution to the mission of the College are so strong and convincing as to merit the awarding of tenure without the normal probationary period for evaluation.

A decision to award tenure at the time of initial appointment requires an affirmative vote of the tenured departmental faculty, the support of the Department Head/Director and the Dean, and the concurrence of the Provost/Vice President for Academic Affairs. In making this decision, the candidate's record and credentials are examined from the standpoint of 1) teaching experience and evidence of instructional effectiveness, 2) quantity and quality of research, publication and scholarly achievement, 3) professional stature in the discipline, and 4) potential for making an ongoing meritorious contribution to the mission of the College and the University in teaching, research, and outreach/service activities.

As a general rule, appointment with tenure as an associate professor is available to faculty who have been granted tenure and promotion to associate professor at a school of similar stature. Current assistant professors will not be considered for initial appointments with tenure, even if they accept a position as associate professor in Culverhouse. This policy does not change the standards for tenure expected of Culverhouse faculty, nor does it require that departments consider incoming associate professors for tenure.