

Initial Appointments With Tenure Policy

Revised Policy: Approved 4.28.17

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.