

## Request to Bring in Tenure or Rank by Faculty to Be Hired

**Procedure Title:** Request to Bring in Tenure or Rank by Faculty to Be Hired

**Department Responsible:** College of Education

**Effective Date:** Spring 2024

**Revision Date:**

**Contact Person and Title:** College Dean

**Procedure:** When a faculty member, to be hired, requests to bring in tenure or rank, a vote is required of two COE committees. The candidate's CV is included for review.

1. The Department-level Tenure and Promotion Committee votes on tenure status. The candidate's CV is included for review. A majority vote (> 50%) in favor of tenure is required.
2. The College-wide Tenure and Promotion Committee votes on rank and tenure status.

There is Dean's discretion on COE tenure status and rank decisions. The results of the tenure and/or promotion vote at the committee level are submitted with the hiring proposal. Additional information on the tenure and promotion rationale for the hire should be included in the package for the Provost's review and decision.

\* "...departmental committees for promotion to a given academic rank must consist of people who possess that rank or a higher rank. These restrictions on eligibility apply in all departments and divisions" (see *UA Faculty Handbook*, <https://ua-public.policystat.com/policy/14682879/latest/#autoid-bxanq> ).

\*\* for candidates requesting to be brought in at a higher rank than they currently hold. External reviews are required.

**What Policy is Connected?** [Chapter 2: Faculty Personnel Policies](#)

**Scope:** College of Education faculty.