

Provost Guidelines for
Submission of Tenure on Hire
Requests to the University
Promotion and Tenure
Committee

Background

- Tenure-on-hire has been practiced at Auburn for many years
- Recently senior University Promotion & Tenure Committee members asked for guidelines to bring more consistency to the process
- The Provost Office worked with the Senate Steering Committee and the Faculty Handbook Review Committee to produce and approve these guidelines

The Guidelines

- The guidelines are included online with the Senate agenda for today
- Briefly, the guidelines are structured to address the needs of two different reasons for tenure-on-hire

Reason 1

“An external search has been conducted for a faculty member who currently holds tenure at the rank of associate professor or professor at an accredited university or college. This includes hiring for administrator positions such as chair or director of a department or school.”

- This is a common reason for tenure-on-hire and the process is well understood.

Reason 2

“An external search has been conducted for an assistant and/or associate professor. The selected candidate does not currently hold tenure at the rank of associate professor at an accredited university or college. While hiring an untenured candidate with tenure at Auburn should be an exception, it may be appropriate in cases of a strategic hire. When hiring an untenured candidate with tenure at Auburn the process should resemble as closely as possible the standard tenure process at Auburn, including letters from external reviewers and the inclusion of teaching evaluations in the dossier.”

Reason 2

- Reason 2 is less common but is needed
- “Over the past several years, Auburn University has recognized an increased need for providing tenure on hire in filling certain faculty positions with highly qualified individuals. Examples include the very successful Strategic Hiring Initiative (aka Cluster Hires) and in recruiting diverse faculty.”

Reason 2

- The guidelines make it clear that in these circumstances, the process needs to mirror the standard process at Auburn.
- “When hiring an untenured candidate with tenure at Auburn the process should resemble as closely as possible the standard tenure process at Auburn, including letters from external reviewers and the inclusion of teaching evaluations in the dossier.”

Conclusion

- The Senate Leadership, the Provost Office and the Faculty Handbook Review Committee developed these guidelines for implementation.
- Thank you
- I'm happy to answer questions