



**ADMINISTRATIVE POLICY STATEMENT**

**Policy Title:** Faculty Recruitment and Hiring

**APS Number:** 5005

**APS Functional Area:** **Academic Affairs**

<b>Brief Description:</b>	To reaffirm University policy regarding appointment guidelines as stated in <a href="#">Article 5</a> of the Laws of the Regents
<b>Effective:</b>	June 1, 2008
<b>Approved by:</b>	President Bruce D. Benson
<b>Responsible University Officer:</b>	Vice President of Academic Affairs
<b>Responsible Office:</b>	Office of the Vice President of Academic Affairs
<b>Policy Contact:</b>	Office of the Vice President of Academic Affairs
<b>Supersedes:</b>	May 25, 1982
<b>Last Reviewed/Updated:</b>	July 1, 2014
<b>Applies to:</b>	University-wide

**Reason for Policy:** The purpose of this policy is to reaffirm University policy as stated in [Article 5](#) of the Laws of the Regents and to outline those circumstances that justify hiring at higher ranks.

**I. INTRODUCTION**

The purpose of this policy is to reaffirm University policy as stated in [Article 5](#) of the Laws of the Regents and to outline those circumstances that justify hiring at higher ranks.

[Article 5](#) of the Laws of the Regents includes the following statement on the recruitment and hiring of faculty:

In its pursuit of excellence among the faculties, it shall be the general policy of the university to recruit mainly in the lower ranks, seeking those with great promise. Upon occasion, when a specific need for an established scholar is evident, appointment at higher levels shall be subject to the approval of the Board of Regents.

**II. POLICY STATEMENT**

- A. Hiring of new faculty generally will be done at the lowest rank feasible and in accordance with campus academic planning.
- B. Exceptional circumstances that could justify hiring at higher ranks include:
  - 1. The need for an established scholar for purposes of program improvement or development.
  - 2. The need to provide new leadership for an academic unit.
- C. All hiring at higher ranks (i.e., professor or associate professor) will be carefully reviewed by the campus chancellor.

**III. HISTORY**

Initial Policy Effective: May 25, 1982  
 Revised, June 1, 2008  
 Minor cleanup, July 2014