

# The University Senate of Michigan Technological University

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## PROPOSAL 32-96

### **POLICIES AND PROCEDURES REGARDING TENURE-TRACK APPOINTMENTS**

The Senate adopts the following recommendations of the Ad Hoc Committee to Investigate Policies and Procedures Regarding Tenure-track Appointments.

1. University policy and procedures regarding hiring tenure-track academic appointments should be followed in all hires.
2. The Academic/Research Faculty Hiring Guide should be clarified and amended as follows:

#### 1.0 New Hires

The following process is used when hiring anyone who has not been employed by the University and for all initial tenure-track academic appointments.

This would require that an initial tenure-track academic appointment follow the procedures outlined under "new hires," not "reappointments," and will preclude temporary academic hires and non-tenure-track faculty (lecturers and instructors) from being appointed to tenure-track positions without searches.

3. In exceptional cases where it is necessary to appoint an individual to an academic faculty position in violation of University hiring procedures, this individual should be appointed to a temporary position, and a search consistent with University hiring guidelines should then be conducted. Departments should be consulted about the position, review the credentials of the prospective hire, and approve the appointment.
4. A policy regarding spousal hiring which follows all University guidelines and procedures should be created.

**Adopted by Senate: May 8, 1996**

**Rejected by Administration: February 4, 1997**