



MIDWESTERN STATE UNIVERSITY

# Operating Policies & Procedures Manual

## University Operating Policy/Procedure (OP)

### OP 02.21: Hiring of Academic Administrators With or Without Faculty Tenure

<b>Approval Authority:</b>	Board of Regents
<b>Policy Type:</b>	University Operating Policy and Procedure
<b>Policy Owner:</b>	President's Office
<b>Responsible Office:</b>	Provost and Vice President for Academic Affairs
<b>Next Scheduled Review:</b>	03/01/2022

## I. General Hiring Policy

Academic administrators (chair, dean, provost and vice president for academic affairs, president) may be hired with tenure or without tenure.

### 1. Initial Hiring Without Tenure

An individual may be hired as an academic administrator without faculty tenure on an at-will term contract not to exceed a total term of three (3) years. Any individual so employed may choose to apply for tenure and go through the tenure process under the University's general policy for tenure, as would any other faculty member (see Policy 3.120 (OP 06.05, *Faculty Tenure and Promotion Policy*)). Credit for years served at another institution will be identified in the offer letter.

### 2. Initial Hiring With Tenure

Academic administrators whose academic background warrants the appointment as associate professor or professor may be hired with faculty tenure if they were previously tenured at an accredited university. An exception to the latter requirement may be made for individuals who served institutions that do not offer tenure. Tenure will apply to the faculty position only and not to the administrative appointment.

The search committee, the relevant chair who will confer with discipline faculty, the relevant dean, the provost and vice president for academic affairs, and the president will make recommendations to the Board of Regents on whether to grant tenure.

**II. Termination or Cessation of Administrative Employment**

See Policy 3.128, *Administrators with Faculty Appointment* (OP 06.22).

**III. Responsible Office**

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**IV. Revision History**

05/09/2008 Adopted and approved by the MSU Board of Regents.