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.

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