**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE**

**FACULTY SENATE**

**Senate Bill #408: UAH Faculty Career Advancement**

WHEREAS, the University of Alabama in Huntsville (“University”) expects participation in academic and scholarly endeavors by its faculty; and

WHEREAS, the University encourages leadership in academic and scholarly pursuits by its faculty; and

WHEREAS, the University desires achievements in academic and scholarly efforts by its faculty; and

WHEREAS, the participation, leadership, and achievements of faculty in academic and scholarly activities are well-established components of the tenure and promotion process; and

WHEREAS, the University reaps intellectual and financial benefits from the participation, leadership, and achievements of its faculty in academic and scholarly undertakings; and

WHEREAS, a system supporting career advancement within the University is a valuable faculty recruitment tool; and

WHEREAS, career advancement within the University is an important mechanism for retaining existing faculty; and

WHEREAS, existing faculty have institutional memory and valuable operational experience within the University,

NOW THEREFORE BE IT RESOLVED:

That any open positions above and including the level of “Department Chair” (as defined in the Faculty Handbook) within the Office of the Provost and Vice President for Academic Affairs, seek and consider internal faculty applicants before commencing an external search; this includes, but is not limited to, “Assistant/Associate Department Chair”, “Program Director”, “Dean”, and “Assistant/Associate Dean”.

AND BE IT FURTHER RESOLVED:

That any open positions above and including the level of “Director of Research Unit” (as defined in the Faculty Handbook) within the Office of the Vice President for Research and Economic Development, seek and consider internal faculty applicants before commencing an external search; this includes, but is not limited to, “Assistant/Associate Research Center Director”.

AND BE IT FURTHER RESOLVED:

That if, upon review of internal candidate application(s) and interview(s), faculty candidates are deemed either unqualified or unacceptable, a written explanation detailing the reasons for this determination will be produced by the Search Committee or its Chair, and delivered to the candidate within 30 days of the application’s submittal.

AND BE IT FURTHER RESOLVED:

That, prior to external searches for open positions as defined above, estimated costs associated with recruitment (including non-university professional services), position salary, associated secondary hires, and any associated startup funds be drafted by the responsible university office, and this estimate be provided to the Faculty Senate President for inclusion in the minutes of the Faculty Senate.

AND BE IT FURTHER RESOLVED:

That, if there are no internal faculty candidates for open positions as defined above, an external search should proceed post haste.