**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE**

**FACULTY SENATE**

**FACULTY SENATE RESOLUTION 17/18-08:**

**UAH Faculty Career Advancement**

History: Bill 408 was submitted to FSEC for first reading

 Bill 408 passed first reading on FSEC on 4/13/2017

 Bill 408 passed second reading in Faculty Senate unanimously on 11/16/2017

**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

**Therefore**, **be it resolved**

That at the written request of the majority of the members of the affected unit 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 at the written request of the majority of the members of the affected unit 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.

**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.

**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.