

Tarleton State University - Tenure on Arrival and Credit for Prior Academic Experience

Tenure on Arrival

Conditions:

A faculty applicant may request consideration of tenure on arrival at the time of initial appointment if the following criteria are met:

1. at least six years of full-time service at an accredited college or university;
2. current appointment in a tenured position;
3. current rank of associate or full professor;
4. current employment at an institution at the same or higher Carnegie classification as Tarleton State University;
5. an offer of full-time employment at Tarleton State University at the rank of associate professor or higher.

Under extenuating circumstances, these criteria may be adjusted upon approval of the provost or designee.

Procedure:

1. The hiring manager (generally department head) initiates a request to hire including information related to the request to grant tenure on arrival.
2. Documentation must be provided that verifies the applicant held tenure at the prior institution.
3. The memo routes through the dean for final approval by the provost or designee.
4. Approval status is documented on the memo by the provost or designee, and a copy returned to the hiring manager. The hiring manager is responsible for communicating the outcome of the request to the faculty applicant.

Credit for Previous Academic Experience

A faculty applicant hired at the rank of assistant professor on tenure-track may petition for years of credit toward tenure based on previous academic experience. The faculty member's previous academic experience does not guarantee time toward tenure will be approved. Years of credit must be at an institution at the same or higher Carnegie classification as Tarleton State University in a tenure track position.

Procedure:

1. The hiring manager (generally department head) will initiate a request to hire including information related to the request for time toward tenure.
2. Documentation must be provided that verifies the applicant has sufficient academic experience and credentials to be awarded time toward tenure. (If time toward tenure is not requested at time of hire, it may not be requested post hoc).
3. The memo routes through the dean for final approval by the provost or designee.
4. Approval status is documented on the memo by the provost or designee, and a copy returned to the hiring manager. The hiring manager is responsible for communicating the outcome of the request to the faculty applicant.