

2.1.1.2 Criteria for posting new positions at Associate Rank

Background: New faculty appointments should customarily be advertised and made at the rank of Assistant Professor. However, in special circumstances, appointments may be advertised and made at the rank of Associate Professor. All postings must be approved by the Provost.

Policy: Circumstances that may justify advertisement and appointment at the rank of Associate Professor include an extremely limited pool of candidates, appointment to a leadership position at or above the department level (e.g., service as Department Chair or Program Director), or creation of a new academic program. Replacement of retiring or other faculty departures are not a justification for position replacement above Assistant Professor rank. In no instance will an appointment at a rank above Assistant Professor be made when a position has been advertised at that rank.