Chapter 2

FACULTY PERSONNEL POLICIES

I. Introduction

The accomplishments and reputation of The University of Alabama depend on the quality of its faculty and the record of teaching and creative scholarship that the faculty generates. The success of the faculty in its scholarly activities ultimately determines the caliber of the University’s academic programs.

Given the faculty’s central importance to the University’s educational mission and given the University’s steadfast commitment to academic excellence, it is incumbent upon the University leadership to promote and support an academic climate in which the faculty can be successful. It is incumbent upon faculty members to be active, consistent, and energetic contributors to the University’s academic programs. In particular:

1. All faculty members with teaching responsibilities are expected to be effective teachers, to demonstrate a level of teaching performance commensurate with their rank and experience, and to make substantive contributions to the overall instructional effectiveness of the academic programs in which they have assigned duties.

2. All tenured or probationary faculty members having the rank of Assistant Professor, Associate Professor, and Professor are expected to engage in an ongoing program of research, publication, creative activity, and scholarly effort that is appropriate to their appointment, discipline, and fields of specialization.

3. All faculty members are expected to engage in responsible outreach/academic citizenship activities appropriate to their appointment, rank, length of service and discipline. Outreach activities are those which extend the influence and expertise of the faculty to areas and populations external to the University. These activities may include but are not limited to education beyond the classroom, research partnerships and collaboration, professional leadership, and public/community leadership and consultation. The intent is to extend the knowledge and skills of the University faculty to the public in a manner which is mutually beneficial and contributes to the University’s tripartite mission which includes service. Furthermore, duties known as academic citizenship are internally focused and are defined to include service to students and to the institution through effective governance. There is no presumption that academic citizenship and outreach are alternatives to 1. and 2. above. All faculty are expected to participate in academic citizenship. Flexibility in meeting the outreach and academic citizenship requirements of each department and division is critical, and consequently, individual responsibilities may vary from time to time. The activities defining outreach and academic citizenship and guidelines for documentation are further delineated in Appendix Q.

From time to time, letters of appointment or reappointment for individuals with faculty rank assign administrative and/or service-related duties beyond those required by responsible academic citizenship. In these cases, the quantity of instructional effort and creative scholarship expected from individual faculty members may be reduced and the assigned administrative and/or service duties may play a larger role in promotion or tenure decisions. Generally, however, an individual cannot earn tenure or promotion primarily by performing in an administrative or service capacity (even though such performance is always considered in the award of salary increases). It is the policy of The University of Alabama to require evidence of academic merit as demonstrated by the individual’s academic credentials, record of scholarly achievements,
and instructional skills, before awarding tenure or promotion in academic rank.

In recognition of the extreme importance to the University of the academic credentials, academic achievements, and potential academic contributions of its faculty members, the University has established a set of criteria and standards to be observed in appointing new faculty, in promoting faculty members to higher academic rank, and in awarding tenure. These criteria and standards apply throughout the University except insofar as a department or academic division formally establishes higher or more detailed requirements and these receive appropriate administrative approval. All departments* and academic divisions are encouraged to amplify the University criteria and standards for appointment, promotion, and tenure with more explicit and specific criteria which apply to their discipline or profession. These amplifications must in no way diminish or conflict with the University criteria and standards, and they must be approved by the academic dean in case of departmental supplements and by the Executive Vice President and Provost in the case of divisional supplements. Copies of the current criteria, standards, and procedures are provided to faculty members at the time of initial appointment. Continuing faculty members are notified of changes.