

Hiring of Senior Faculty for Academic Administrative Positions

In order for the FRPC to evaluate whether a candidate for employment in an academic administrative position possesses the qualifications to be granted tenure or the rank of Professor at Oakland University and to ensure that the University and academic unit's criteria for tenure and promotion are applied uniformly to internal and external candidates, the following evidence must be provided to the FRPC:

1. A current copy of the curriculum vitae.
2. A review of the candidate's scholarship conducted internally by qualified Oakland departments/units.
3. A personal statement. (The Provost already requires candidates to provide a personal statement.) The FRPC asks that the candidate be explicit in their discussion of their accomplishments in teaching, scholarship and service, and to include evidence from past reviews as supporting documentation.
4. FRPC may invite one or more representatives from search committees for these positions to discuss their fact-finding activities during the selection process.

The FRPC acknowledges that each case will provide unique circumstances that the committee should try to accommodate while still maintaining the integrity of the review process. However, in order to ensure a thorough review, the FRPC asks that units or search committees seeking candidates at senior academic administrative levels and prospective candidates have sufficient time to gather the materials required for the review and for the FRPC to evaluate the case in a timely manner.