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Replacement of Tenure-Track Faculty with Tenure-Track

USM Faculty Senate

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Replacement of Tenure-Track Faculty

Whereas, The University of Southern Mississippi is a comprehensive research institution, and growth in research and scholarship is dependent upon nurturing and developing both tenure-track and non tenure-track faculty.

Whereas, tenure-track faculty at The University of Southern Mississippi comprise the core of knowledge development, and have the primary institutional responsibility for maturing and developing the research capacity of the institution.

Whereas, clinical and research faculty status allow Departments and Colleges at The University of Southern Mississippi to expand research and clinical expertise supported primarily by external funds and in some cases E&G funds. Research and Clinical Professors augment the research enterprise at The University of Southern Mississippi and do not replace or supplant tenure-track faculty.

The University of Southern Mississippi Faculty Senate resolves that unfilled tenure-track vacancies be replaced by tenure-track faculty to the greatest extent possible.

Exceptions may include:

1. Faculty of an impacted department may agree to absorb work responsibilities during a hiring freeze, hiring tenure-track faculty to resume responsibilities and departmental research growth in the following year.
2. Visiting faculty can also add to the academic, clinical and research expertise of a department in the short-term and serve to replace tenure-track faculty until the budget provides for hiring of new tenure-track faculty.
3. Instructor (or staff) positions may be created to fulfill responsibilities not requiring research development or applications.