

LBJ Budget Council Policy for hiring with Tenure:

The BC considered the general issue of what should be the 'review' process associated with the hiring of a person into tenure who has not had a tenure review at another academic institution. It was a consensus in the BC that if a person has undergone a tenure review at a sister institution, there should be no role for the BC.

If a person who never had gone through a tenure process wishes to be hired into tenure at the LBJ School, the BC agreed that there should be a standard process of review. The BC Chair would ask a BC subcommittee to review information provided by the candidate to answer the question as to whether the candidate is appropriate for a tenured appointment within the LBJ School, make a recommendation to the BC and the BC would vote on tenure.

Such a BC role is supplementary to the role of the LBJ faculty. It is the role of the LBJ School faculty to recommend hiring a person. Only then would the BC consider tenure.

When a person seeks tenure, she/he would be asked to furnish to the BC information in the same order as the materials compiled by candidates for promotion from Assistant Professor to Associate Professor with tenure (as revised annually by the Office of the UT/Austin President).

That BC subcommittee would seek external peer reviews by persons (who would not be the same as those persons who provide letters of reference for the candidate) that answer the question as to whether the candidate's accomplishments in her/his field merit a lifetime appointment to tenure within the LBJ School. For a candidate whose career has been spent largely in non-academic institutions, such as government, business or non-profit organizations, the external review will include an assessment from people who can assess the candidate's accomplishments in the relevant professional arena.

This process is not intended either to delay or complicate the hiring of a person with tenure, but rather to document that the BC considered the candidate's evidence prior to recommending tenure. The BC assumes that the LBJ School Dean will take leadership in identifying and recruiting persons to be hired with tenure. This BC process seeks to assist the Dean in her/his efforts. In most cases the Dean may wish to suggest names for peers for the external review.