

**ARTICLE 21**  
**Appointment of Faculty**

**Section A. Filling Positions.**

**Subd. 1.** Notice of any vacancies in the Minnesota State Universities shall be made known to the faculty by means of posting on bulletin boards designated for such purposes, shall be included in the university/President's newsletter and shall be sent to the IFO simultaneously with any other publication of the vacancies. Notification to faculty who are not successful applicants shall be sent prior to the announcement of the name of the successful applicant.

When new faculty positions are created or faculty vacancies exist, such positions shall be advertised in accordance with the above paragraph. Prior to making an appointment, the President/designee shall involve the department in evaluating academic credentials of the candidates and in making recommendations to the President/designee concerning the candidates for the vacancies. When a faculty vacancy exists because of resignation, retirement, death or transfer, the President/designee shall consult with the affected department or program.

**Subd. 2.** Prior Consideration. When a university determines to fill a probationary position as described in this subdivision, it will grant prior consideration to current faculty members as described herein.

- a. Prior consideration may be granted only when the university decides to fill a probationary position, and there is a current incumbent in that position who was hired pursuant to regular,

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non-emergency university hiring procedures. If, after a notice of vacancy is posted, a current incumbent applies for the probationary position, the current incumbent's application shall be reviewed prior to the review of other applicants.

- b. Should the search committee determine that the current incumbent meets the qualifications for the probationary position, and, after interviewing the candidate, wishes to recommend his/her appointment, the committee may make such a recommendation to the university without considering additional candidates. If the university determines that current vacancy filling policies or procedures require consideration of some or all other applicants, it will so notify the search committee. The search committee will then review such applicants.
- c. The right to "prior consideration" as described in this subdivision establishes only a procedural right with respect to the review and possible interview of the current incumbent by the search committee. These priorities do not create an expectation of employment on the part of any current faculty incumbent who receives prior consideration under these provisions.

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