

- 3.03 Sam Houston State University, as part of its Affirmative Action Plan, is committed to a vigorous recruitment and selection system to ensure the consideration of minority candidates for each vacant faculty, assistant instructor, and laboratory assistant position. It is expected that the recruitment and selection system will be rigorously followed at all levels of employment.
- 3.04 Notices of faculty vacancies are to be sent to predominantly minority institutions. Whenever possible, recruiting visits are to be made to such minority institutions by the appropriate academic personnel. Minority news media and minority publications are to be notified of the faculty vacancy to the fullest extent possible. It is expected that every possible consideration will be given to attracting and selecting qualified minority candidates.

4. POSITION ALLOWANCE

- 4.01 A position allowance is defined as an authorized allocation for faculty staffing which provides the basis for the assignment of instructional personnel to academic program areas of the University.

5. TYPES OF POSITION ALLOWANCES

- 5.01 Each position allowance shall be categorized as either a tenured position, a tenure track position, or a term position.
- 5.02 A tenured position is one in which the occupant holds tenure as a member of the faculty of the University in accord with established tenure policy.
- 5.03 A tenure track position is one in which the occupant is expected to progress toward a tenure decision in accord with established University policy.
- 5.04 A term position is one which is allocated to an instructional program on a term basis, i.e., for one or more semesters or during a summer on either a part- or full-time basis. The University makes no commitment to either a faculty member or to an administrative unit regarding the future of a term position allowance beyond the specified period.