



## Statement for Recruitment and Selection of Faculty

### I. Regulation

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The University is a land grant institution with a threefold mission of instruction, research and service. It serves students and scholars across the Commonwealth of Kentucky and beyond its borders. The academic units, faculties, programs and students are heterogeneous. The aim of the University is to recruit and select outstanding faculty members.

Each educational unit of the University before selecting a faculty member must assure that:

- 1) A vacant position is identified and authorized subject to availability of funds.
- 2) The position is described, including minimum requirements.
- 3) The position is announced / advertised.
- 4) A screening process to select one or more finalists is utilized.
- 5) For finalists, employment and personal history inquiries are conducted.
- 6) One or more finalists are interviewed.
- 7) A recommendation for appointment is made, or, in the event that no recommendation is made, the search is re-opened or terminated.
- 8) The candidate selected is offered the position.

Applicable University Governing and Administrative Regulations for appointments must be followed.

### Revision History

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AR II-1.0-10: 7/21/1994

For questions, contact: [Office of Legal Counsel](#)