

**Responses to query: What is your policy or practice re: faculty hires of your own alumni?
Individual schools range from large research based schools to smaller programs.**

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| It would likely be someone who has achieved tenure somewhere else and now seeks to return to Berkeley. |
| I generally look for growth, change, and new ideas the person has acquired elsewhere. This might take seven years away from home institution. |
| We don't have a formal rule. If I had to predict what the Provost would allow, I'd say that they had to be tenured elsewhere before we would hire them at their alma mater. |
| No policy; One must be careful about "in breeding" but one also would be foolish to not hire a great internal candidate. |
| generally been a minimum of three years but a preferred five years... a thing to consider is if you set your requirement at more than five years chances are you'll miss getting them if you really want them. Meaning, if the individual has been alerted that they are unlikely to get tenure where they are they will be looking for a new school at year five. If you set your minimum at six years and the individual is likely to be headed for tenure they'll not want to leave immediately so you may have to wait up to eight years or more |
| We don't have a formal policy and have very few of our own with us. For those we do [hire] the range is between 5 and 19 years. In every case these folks established very clear research trajectories outside of our place |
| Minimally gotten through 3rd year review elsewhere |
| No requirement for a number of years, formally or informally. |
| Technically, we can't make such a requirement. Our EEO office will not allow it. |
| Five years on a tenure earning line at a comparable university |
| We try not to hire our own even after they've been out for a while. If we were to do it, for special circumstances, we'd prefer them to have tenure or be almost tenured. |
| No rule, hire their own grads |
| For full-time faculty and staff, we look more towards 5+ years outside. |
| minimum of 3years but prefer at least 5 |
| Expect people to have received tenure elsewhere, that is, to have established a strong reputation as a scholar (i.e., have established their own scholarly voice) – before we will hire them. |
| We use to require five years away from the university before they could be considered for a position. This past year, some faculty members wanted there to be no requirements because there was a PhD student they wanted to hire. There was a contentious faculty vote where the faculty who were on the candidate's committee |

were challenged to be unbiased. Legal said that technically they did not have to recuse themselves, so they did not. The vote passed and has been very divisive. In a matter of a year, this change in policy undid all the positive work we had done. The concern about the candidate is that they have never left the school. They continue to work with the same people and it is unclear whether they can create a separate research agenda as well as individuate in their new role. There is also concern of whether they will be able to speak their mind and advocate particularly if it means going against these faculty members because of their loyalty to those faculty members. In short, it has created a huge mess. In my opinion, it's not worth it.

We most likely wouldn't hire them back here as Standing faculty until they achieve tenure somewhere else first.

As a rule we try not to hire our grads. But if you have an exceptional grad then you may want to hire them.

informal rule is 5 years and independent success