

TA 5/29/09

~~ARTICLE 8 – APPOINTMENTS~~

8.1 The available faculty ranks or titles shall be:

8.1.1 Tenure-track faculty ranks:

Assistant Professor

Associate Professor

Professor

8.1.2 Non-tenure-track faculty titles:

Assistant Professor (provided that this title shall be restricted to those non-tenure-track faculty members who held the working title of Assistant Professor as of September 2005)

Senior Research Associate

Research Associate

Senior Lecturer

Lecturer

Visiting (fill in current title)

8.1.3 Coaches

Head Coach

Assistant Coach

8.1.4 Honorary titles:

Emeritus Faculty

8.2 The minimum qualifications for academic ranks and titles shall be as listed below. The rank or title, and salary assigned to a new faculty member will be established by the dean based on consideration of the position, the minimum qualifications, the candidate's credentials, the University's needs and resources, and the recommendation of the department. Credit for prior professional academic experience shall be determined by the Office of the Provost, with input from the dean and department. Normally, new faculty members will be credited with no more than a total of two (2) years of prior experience towards tenure. All degrees referred to in this section must be granted by United States accrediting association approved institutions or equivalent. With approval of the Provost, professional

experience and/or national reputation may be deemed equivalent to the minimum degree requirements.

- 8.2.1 Head or Assistant Coach: A combination of academic qualifications and professional experience suitable for the duties to be performed.
- 8.2.2 Lecturer: At least a master's degree in the discipline.
- 8.2.3 Senior Lecturer: A minimum of five (5) years experience at the University, completion of at least 113 workload units, and demonstrated excellence as determined through a substantive review of the faculty member's cumulative performance conducted by the department and Dean. Lecturers who will meet the experience requirements at the conclusion of a quarter may apply for Senior Lecturer status according to the quarterly timelines established in the Academic Calendar. ~~status mid-contract.~~ If granted, Senior Lecturer status, ~~status and pay~~ shall be implemented take effect the following quarter.
- 8.2.4 Assistant Professor: The terminal degree relevant for the discipline. ABD candidates may be appointed to the assistant professor rank if there is reasonable expectation that degree requirements can be completed within one year of start date.
- 8.2.5 Associate Professor: The terminal degree relevant for the discipline and six (6) years of professional academic experience.
- 8.2.6 Professor: The terminal degree relevant for the discipline and ten (10) years of professional academic experience.
- 8.2.7 Visiting (fill in title): this title is used when title is retained from another institution or a tenure-track vacancy is filled on an interim basis by a full-time non-tenure-track faculty member.
- 8.3 A shared appointment is one in which two persons share the responsibility for performing the duties of one full-time tenure-track or tenured position that would normally be filled by one individual. If approved by the Provost, an appointment may be shared between any two faculty members who contractually agree to share the single faculty position. The contracts of such appointments shall clearly specify the responsibilities, rights and benefits of each party.
 - 8.3.1 Shared appointments may only be made within single departments.
 - 8.3.2 Shared appointments shall be for one (1) full-time position.
 - (a) Each party to the shared appointment must be fully qualified for the responsibilities of the full-time position.
 - (b) In order to assure that each party to the shared appointment is eligible for full employee benefits, each appointee shall be responsible for one-

half (1/2) of the normal load according to ARTICLE 13 – WORKLOAD of this Agreement.

(c) In University and departmental elections, each party to a shared appointment shall have one-half (1/2) of a single vote.

8.3.3 Each party to a shared appointment shall be evaluated individually for the purposes of assigning rank, reappointment and the award of tenure, merit and promotion. Consistent with the 50% appointment level, each individual will be evaluated according to the criteria and procedures listed in the appropriate sections of this Agreement as well as any additional criteria developed by departments. Parties to the shared appointment shall not evaluate each other.

8.3.4 In the event that one party to a shared appointment terminates or is terminated from the position, the remaining appointee shall have the option of continuing in that position as either a half-time or a full-time faculty member.

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5/29/09

