

1 **Faculty Position by Rank**

2 **C10** Faculty appointments. The privilege of participating in faculty meetings and in being
3 elected to the Faculty Senate is reserved for those holding appointments with the following
4 ranks:

5 Professor, associate professor, assistant professor (probationary or tenured)

6 Research professor, research associate professor, research assistant professor [regular (see
7 Section C12.1 for definition of regular positions)]

8 Clinical professor, clinical associate professor, clinical assistant professor [regular (see
9 Section C12.2)]

10 Senior professor of practice, professor of practice [regular (see Section 12.3)]

11 Teaching professor, teaching associate professor, teaching assistant professor [regular (see
12 Section C12.4)]

13 Extension professor, extension associate professor, extension assistant professor [regular
14 (see Section 12.5)]

15 Senior instructor, advanced instructor, instructor [probationary or regular (see Section C12
16 for definition of regular instructor)]

17 In matters affecting the graduate faculty, only those holding membership in that body may
18 vote. (FSM 2-14-90)

19 **C11** Term appointments. Term appointees may have the following designations:

20 Adjunct appointees (professor, associate professor, assistant professor, instructor)

21 Term appointees (professor, associate professor, assistant professor, research professor,
22 research associate professor, research assistant professor, clinical professor, clinical
23 associate professor, clinical assistant professor, senior professor of practice, professor of
24 practice, teaching professor, teaching associate professor, teaching assistant professor,
25 extension professor, extension associate professor, extension assistant professor, senior
26 instructor, advanced instructor, and instructor) (BOR 1/19/05, revision)

27 Assistant instructor

28 Extension assistant

29 Extension associate

30 Research assistant

31 Research associate

32 Graduate assistant

33 Graduate teaching assistant

34 Graduate research assistant (FSM 2-14-90)

35 Those appointed on a term appointment may be engaged in teaching, research and other
36 creative endeavors, extension, or library services. This appointment may be full-time or
37 part-time. Normally, a term appointment is used only when the need or the funding for the
38 position is finite and is for a specified term not longer than one year. A term appointment

39 carries no expectation of continued employment beyond the period stated in the contract.
40 Service on a term appointment is not credited toward tenure. The Standards for Notice of
41 Non-Reappointment do not apply. (POD 5-89; FSM 5-9-89)

42 C12 Appointments at the rank of instructor, advanced instructor, and senior instructor. The
43 primary responsibility for persons on these appointments will be instruction, although the
44 entire set of expectations must be clearly defined in the offer letter. Individuals in these
45 positions are not required to hold the terminal degree appropriate to the discipline.
46 Instructors are not eligible for tenure and are not eligible to vote on matters of tenure or
47 promotion for tenure-track faculty.

48 1. Instructor, Advanced Instructor and Senior Instructor---term appointment. This
49 appointment may be full-time or part-time. A term appointment carries no
50 expectation of continued employment beyond the period stated in the contract.
51 Service on a term appointment is not credited toward tenure, and the Standards for
52 Notice of Non-reappointment do not apply.

53 2. Instructor, Advanced Instructor, and Senior Instructor--- regular appointment. This
54 may be a full-time or part-time position. An instructor at any rank on a regular
55 appointment is a member of the general faculty, and is afforded all perquisites
56 accorded to the general faculty, including Notice of Non-Reappointment or non-
57 renewal, as appropriate (see Appendix A, University Handbook), with the exception
58 that years of service on a regular appointment will not be counted toward tenure.

59 Persons appointed to these ranks may expect to be promoted on the basis of demonstrated
60 individual merit in relationship to their association with the university's mission and within
61 their discipline. Typically, consideration for promotion from instructor to advanced
62 instructor can occur after a five-year period at the rank of instructor. Consideration for
63 promotion to Senior Instructor may occur in accordance with criteria established by the unit.
64 Each higher rank demands a higher level of accomplishment consistent with the
65 expectations based on specific criteria, standards, and guidelines developed by
66 departmental faculty in consultation with the department head or chair and the appropriate
67 dean. Department heads/chairs are expected to notify faculty members regarding their
68 progress toward or readiness for promotion review.

69 Recommendations for appointment, reappointment, annual evaluation, and promotion shall
70 be made according to the guidelines and procedures described in the University Handbook
71 (see Section C). Persons holding regular appointments to Instructor positions will receive
72 one-year contracts. Those persons holding regular appointments to Advanced Instructor or
73 Senior Instructor positions may receive three-year contracts. ~~Those persons holding regular~~
74 ~~appointments to Senior Instructor positions may receive five-year contracts. Notice of non-~~
75 ~~renewal for regular, multiple-year appointments must be given 12 months before the end of~~
76 ~~the contract.~~

77 ~~Appointments at instructor rank. Faculty members at the rank of instructor will be appointed~~
78 ~~on one of the following contracts:~~

79 ~~Instructor---probationary appointment. The probationary appointment will be used for~~
80 ~~instructors who are nearing the completion of a doctorate or other terminal degree. Faculty~~
81 ~~members appointed on this contract may be engaged in teaching, research and other~~
82 ~~creative endeavor, extension, or library services. This appointment must be full-time.~~

~~Tenure will not be granted at the rank of instructor. However, years of service on a probationary appointment may be credited toward tenure if such is stipulated in the contract.~~

~~Instructor -- regular appointment. Faculty members appointed on a regular appointment may be engaged in teaching, research and other creative endeavor, extension, or library services. This appointment may be full-time or part-time. An instructor appointed on a regular appointment is a member of the general faculty and is afforded all perquisites accorded to the general faculty, including Notice of Non-Reappointment (see Appendix A), with the exception that years of service on a regular appointment will not be credited toward tenure. An effective instructor on a Regular Appointment may not be denied a continuing appointment in order to avoid granting benefits.~~

~~Instructor -- term appointment. See CH.~~

C12.1 Appointments at the rank of research assistant professor, research associate professor, and research professor. In certain cases, the university's best interests are served by entering into ongoing relationships with personnel beyond the research associate level; these individuals will normally qualify for principal investigator status on proposals to external agencies if approved by their department head or chair and the dean of the relevant college. These appointments will be at the rank of research assistant professor, research associate professor, and research professor; individuals appointed to these positions should have research credentials consistent with those mandated for the comparable tenure-track rank in their disciplines. Appointments to these ranks do not accrue credit toward tenure. Faculty at these ranks will be appointed on one of the following contracts:

1. Research assistant professor; research associate professor; research professor--term appointment.

Those on a term appointment may be engaged in research or other creative endeavors in academic departments. This appointment may be full-time or part-time. A term appointment carries no expectation of continued employment beyond the period stated in the contract. Service on a term appointment is not credited toward tenure, and the Standards for Notice of Non-Reappointment do not apply.

2. Research assistant professor; research associate professor; research professor--regular appointment.

Those on a regular appointment may be engaged in research or other creative endeavors in academic departments. This appointment may be full-time or part-time. A research professor at any rank on a regular appointment is a member of the general faculty and is afforded all perquisites accorded to the general faculty, including Notice of Non-Reappointment (see [Appendix A](#), University Handbook), with the exception that years of service on a regular appointment will not be counted toward tenure.

Individuals appointed to these ranks may expect to be promoted on the basis of demonstrated individual merit in relationship to their association with the university's mission and within their own disciplines. Each higher rank demands a higher level of research accomplishment consistent with the research expectations for tenure-track faculty. Annual evaluation and promotion are based upon an individual's achievements related to the specific criteria, standards, and guidelines developed by departmental faculty in

128 consultation with the department head or chair and the appropriate dean. Department
129 heads/chairs are expected to notify faculty members regarding their progress toward or
130 readiness for promotion review. Recommendations for appointment, reappointment, annual
131 evaluation, and promotion shall be made according to the guidelines and procedures
132 described in the University Handbook (see Section C). [Persons holding regular appointments](#)
133 [to Research Assistant Professor positions will receive one-year contracts. Those persons](#)
134 [holding regular appointments to Research Associate Professor or Research Professor](#)
135 [positions may receive three-year contracts.](#)
136

137 **C12.2** Appointments at the rank of clinical assistant professor, clinical associate professor,
138 and clinical professor. The primary responsibility for persons on these appointments will be
139 teaching and clinical service. A component of the clinical appointment may include
140 opportunity for scholarly achievement. Persons appointed to these positions should have
141 credentials appropriate to the discipline. Clinical faculty are not eligible for tenure.

142 1. Clinical assistant professor, clinical associate professor, and clinical professor--term
143 appointment.

144 This appointment may be full time or part time clinical track appointment. A term
145 appointment carries no expectation of continued employment beyond the period
146 stated in the contract. Service on a term appointment is not credited toward tenure,
147 and the Standards for Notice of Non-reappointment do not apply.

148 2. Clinical assistant professor, clinical associate professor, and clinical professor--regular
149 appointment.

150 This may be a full-time or part-time track position. As such a clinical professor at any
151 rank on a regular appointment is a member of the general faculty and is afforded all
152 perquisites accorded to the general faculty, including Notice of Non-Reappointment
153 (see [Appendix A](#), University Handbook), with the exception that years of service on a
154 regular appointment will not be counted toward tenure.

155 Units that wish to use clinical faculty appointments must first include in their departmental
156 documents the specific criteria that apply to these positions and the processes to be used
157 for appointment, reappointment, annual evaluations and promotion. Under certain
158 circumstances, to be set forth in the units' respective departmental documents, persons
159 appointed to clinical track or tenure track appointments may make a one-time transfer from
160 their appointment track to the other. Approval of the departmental document revisions will
161 follow the regular process.

162 Persons appointed to these ranks may expect to be promoted on the basis of demonstrated
163 individual merit in relationship to their association with the university's mission and within
164 their discipline. Each higher rank demands a higher level of accomplishment consistent with
165 the expectations based on specific criteria, standards, and guidelines developed by
166 departmental faculty in consultation with the department head or chair and the appropriate
167 dean. Department heads/chairs are expected to notify faculty members regarding their
168 progress toward or readiness for promotion review.

169 Recommendations for appointment, reappointment, annual evaluation, and promotion shall
170 be made according to the guidelines and procedures described in the University Handbook
171 (see Section C). Persons appointed to clinical assistant professor positions will receive

172 annually renewable one-year contracts. Those persons appointed to clinical associate
173 professor positions will receive ~~annually~~-renewable three-year contracts. Those persons
174 appointed to clinical full professor positions will receive ~~annually~~-renewable five-year
175 contracts. Notice of Non-reappointment for these appointments must be given 12 months
176 before the end of the contract. (FS 6-14-05 /BOR 1-19-06/BOR 1-19-12)

177 **C12.3 Appointments at the rank of professor of practice and senior professor of practice.**
178 The primary responsibility for persons on these appointments will be teaching, research, or
179 outreach and service or some combination of these duties. The entire set of expectations
180 must be clearly defined in the offer letter. Persons appointed to these positions should have
181 substantial non-academic experience and credentials appropriate to the discipline.
182 Individuals on these appointments are not eligible for tenure and are not eligible to vote on
183 matters of tenure or promotion for tenure-track faculty.

184 1. Professor of Practice and Senior Professor of Practice---term appointment. This
185 appointment may be full time or part time. A term appointment carries no
186 expectation of continued employment beyond the period stated in the contract.
187 Service on a term appointment is not credited toward tenure, and the Standards for
188 Notice of Non-reappointment and do not apply.

189 2. Professor of Practice and Senior Professor of Practice --- regular appointment. This
190 may be a full-time or part-time position. A Professor/Senior Professor of Practice on
191 a regular appointment is a member of the general faculty, and is afforded all
192 perquisites accorded to the general faculty, including Notice of Non-Reappointment
193 or non-renewal, as appropriate (see Appendix A, University Handbook), with the
194 exception that years of service on a regular appointment will not be counted toward
195 tenure.

196 Persons appointed to the rank of Professor of Practice may be promoted to Senior Professor
197 of Practice on the basis of demonstrated individual merit in relationship to their association
198 with the university's mission and within their discipline. The Senior Professor of Practice
199 position demands a higher level of accomplishment consistent with the expectations based
200 on specific criteria, standards, and guidelines developed by departmental faculty in
201 consultation with the department head or chair and the appropriate dean. Department
202 heads/chairs are expected to notify faculty members regarding the progress of Professor(s)
203 of Practice toward or readiness for promotion review, per program/department review
204 documents.

205
206 Recommendations for appointment, annual evaluation, and promotion shall be made
207 according to the guidelines and procedures described in the University Handbook (see
208 Section C) and department documents. Those persons appointed to Professor and Senior
209 Professor of Practice positions will receive an initial one-year contract and, subject to their
210 performance, need of the unit and availability of funds, they may be eligible to receive
211 additional one-year contracts. Persons holding regular appointments may be eligible to
212 receive a subsequent three-year contract. ~~Notice of non-renewal for a regular, multiple-~~
213 ~~year appointment must be given 12 months before the end of the contract.~~

214
215 **C12.4 Appointments at the rank of teaching assistant professor, teaching associate**
216 **professor, and teaching professor. The primary responsibility for persons on these**
217 **appointments will be instruction. A component of the teaching appointment may include**
218 **opportunity for scholarly achievement and service. Persons appointed to these positions will**

219 hold the terminal degree appropriate to the discipline. Faculty members on the Teaching
220 Professor track are not eligible for tenure and are not eligible to vote on matters of tenure
221 or promotion for tenure-track faculty.

222 1. Teaching assistant professor; teaching associate professor; teaching professor--term
223 appointment.

224 This appointment may be full-time or part-time teaching track appointment. A term
225 appointment carries no expectation of continued employment beyond the period
226 stated in the contract. Service on a term appointment is not credited toward tenure,
227 and the Standards for Notice of Non-reappointment do not apply.

228 2. Teaching assistant professor, teaching associate professor, and teaching professor--
229 regular appointment.

230 This may be a full-time or part-time track position. ~~Persons holding these positions are~~
231 ~~eligible for membership on the Graduate Faculty.~~ A Teaching Professor at any rank on
232 a regular appointment is a member of the general faculty and is afforded all
233 perquisites accorded to the general faculty, including Notice of Non-Reappointment
234 (see Appendix A, University Handbook), with the exception that years of service on a
235 regular appointment will not be counted toward tenure.

236 Units that wish to use teaching faculty appointments must first include in their departmental
237 documents the specific criteria that apply to these positions and the processes to be used
238 for appointment, reappointment, annual evaluations, and promotion. Under certain
239 circumstances, to be set forth in the units' respective departmental documents, persons
240 appointed to teaching track or tenure track appointments may make a one-time
241 transfer from their appointment track to the other. Approval of the departmental document
242 revisions will follow the regular process.

243 Persons appointed to these ranks may expect to be promoted on the basis of demonstrated
244 individual merit in relationship to their association with the university's mission and within
245 their discipline; typically, consideration for promotion from Teaching Assistant Professor to
246 Teaching Associate Professor can occur after a five-year period as a Teaching Assistant
247 Professor. Consideration for promotion to Teaching Professor may occur in accordance with
248 criteria established by the unit. Each higher rank demands a higher level of
249 accomplishment consistent with the expectations based on specific criteria, standards, and
250 guidelines developed by departmental faculty in consultation with the department head or
251 chair and the appropriate dean and set forth in the department document. Department
252 heads/chairs are expected to notify faculty members regarding their progress toward or
253 readiness for promotion review.

254
255 Recommendations for appointment, reappointment, annual evaluation, and promotion shall
256 be made according to the guidelines and procedures described in the University Handbook
257 (see Section C). Persons holding regular appointments to Teaching Assistant Professor
258 positions will receive one-year contracts. Those persons holding regular appointments to
259 Teaching Associate Professor or Teaching Professor positions may receive three-year
260 contracts. ~~Those persons holding regular appointments to Teaching Professor positions may~~
261 ~~receive five-year contracts. Notice of non-renewal for regular, multiple-year appointments~~
262 ~~must be given 12 months before the end of the contract.~~

263
264 **C12.5** Appointments at the rank of extension assistant professor, extension associate

265 professor, and extension professor. In certain cases, the university's best interests are
266 served by entering into ongoing relationships with personnel beyond the Extension
267 Associate level. Individuals appointed to these positions should have extension credentials
268 consistent with those mandated for the comparable tenure-track rank in their disciplines.
269 The entire set of expectations must be clearly defined in the offer letter. Faculty members
270 on the Extension Professor track are not eligible for tenure and are not eligible to vote on
271 matters of tenure or promotion for tenure-track faculty. Faculty at these ranks will be
272 appointed on one of the following contracts:

273
274 1. Extension Assistant Professor; Extension Associate Professor; Extension Professor – term
275 appointment.

276 Those on a term appointment may be engaged in extension, research or other creative
277 endeavors in academic departments. This appointment may be full-time or part-time. A
278 term appointment carries no expectation of continued employment beyond the period
279 stated in the contract. Service on a term appointment is not credited toward tenure, and
280 the Standards for Notice of Non-Reappointment do not apply.

281
282 2. Extension Assistant Professor; Extension Associate Professor; Extension Professor --
283 regular appointment.

284 Those on a regular appointment may be engaged in extension, research or other
285 creative endeavors in academic departments. This appointment may be full-time or part-
286 time. An Extension Professor at any rank on a regular appointment is a member of the
287 general faculty and is afforded all prerequisites accorded to the general faculty, including
288 Notice of Non-Reappointment or non-renewal, as appropriate (see Appendix A,
289 University Handbook), with the exception that years of service on a regular appointment
290 will not be counted toward tenure.

291
292 Individuals appointed to these ranks may expect to be promoted on the basis of
293 demonstrated individual merit in relationship to their association with the university's
294 mission and within their own disciplines; typically, consideration for promotion from
295 Extension Assistant Professor to Extension Associate Professor can occur after a five-year
296 period as an Extension Assistant Professor. Consideration for promotion to Extension
297 Professor may occur in accordance with criteria established by the unit. Each higher rank
298 demand a higher level of Extension accomplishment consistent with the Extension
299 expectations for tenure-track faculty. Annual evaluation and promotion are based upon an
300 individual's achievements related to the specific criteria, standards, and guidelines
301 developed by departmental faculty in consultation with the department head or chair and
302 the appropriate dean and set forth in the department document. Department heads/chairs
303 are expected to notify faculty members regarding their progress toward or readiness for
304 promotion review.

305
306 Recommendations for appointment, reappointment, annual evaluation, and promotion shall
307 be made according to the guidelines and procedures described in the University Handbook.
308 Persons holding regular appointments to Extension Assistant Professor positions will receive
309 one-year contracts. Those persons holding regular appointments to Extension Associate
310 Professor or Extension Professor positions may receive three-year contracts. ~~Those persons~~
311 ~~holding regular appointments to Extension Professor positions may receive five-year~~
312 ~~contracts. Notice of non-renewal for regular, multiple-year appointments must be given 12~~
313 ~~months before the end of the contract.~~

314

315 [C12.6 For purposes of the multiple year appointments, full-time faculty members may](#)
316 [apply for a one-time, one-way transfer between appointment categories \(tenure track, non-](#)
317 [tenure track\). Once a transfer from non-tenure track to tenure track has occurred, the](#)
318 [guidelines for earning tenure apply. Time and title in the non-tenure track does not count](#)
319 [toward the probationary period to obtain tenure. A request for transfer from a tenure-track](#)
320 [to non-tenure-track appointment must be made prior to but no later than September 1 of](#)
321 [the 5th year of the probationary tenure-track appointment.](#)
322

323 **C13** Ranks and conditions for acquiring tenure. Tenure is not granted below the rank of
324 associate professor, except in special circumstances approved by the provost. Tenure and
325 promotion to associate professor often are granted concurrently. Service as a probationary
326 instructor or above may be credited toward tenure. (FSM 2-14-90)
327

328 **C14** Eligibility for professorial rank. Unclassified professionals (in student service
329 departments or in other support units of the university) who are not associated with an
330 academic department or unit are not eligible for professorial ranks. Because of tradition,
331 academic rank is used for library and extension faculty not in an academic unit.
332

333 **C15** Courtesy professorial appointment. Unclassified professionals in student service
334 departments or in other support units of the university may be granted professorial rank,
335 with the approval of the departmental faculty, dean, and provost. Persons granted such
336 courtesy appointments will be expected to hold the terminal degree, or its equivalent, in the
337 academic discipline of the department granting the courtesy appointment. Courtesy
338 appointments do not carry with them the prospect of consideration for tenure or any other
339 obligations on the part of the department. The extent to which the unclassified professional
340 holding the courtesy appointment participates in the activities of the department in which
341 the courtesy appointment is held is arranged between the department and the individual.
342