

**CEHD ACADEMIC APPOINTMENT CHART**

Tenure-Tenure-Track Faculty; Contract Faculty

Policy Owner: [CEHD](#) | Effective Date: [November 18, 2019](#) |

	<b>TENURE-TENURED TRACK FACULTY</b>	<b>CONTRACT FACULTY</b>	<b>P&amp;A</b>
<b>Job Titles &amp; Job Codes</b>	9401 PROFESSOR 9402 ASSOCIATE PROFESSOR 9403 ASSISTANT PROFESSOR	9401T TEACHING PROFESSOR 9402T TEACHING ASSOCIATE PROFESSOR 9403T TEACHING ASSISTANT PROFESSOR  9401C CLINICAL PROFESSOR 9402C CLINICAL ASSOCIATE PROFESSOR 9403C CLINICAL ASSISTANT PROFESSOR  9401R RESEARCH PROFESSOR 9402R RESEARCH ASSOCIATE PROFESSOR 9403R RESEARCH ASSISTANT PROFESSOR	9754 TEACHING SPECIALIST 9771 SENIOR TEACHING SPECIALIST  9753 LECTURER 9770 SENIOR LECTURER  9742R5 RESEARCHER 5 9742R6 RESEARCHER 6 9742R7 RESEARCHER 7
<b>Appointment Role</b>	Role is engaged in teaching, research, and service as defined in Section 7.11 of the Board of Regents Policy: Faculty Tenure.	Role is engaged in teaching/clinical or research.	Primary role is to provide instruction or research.
<b>Required Education</b>	A terminal or professional degree that is recognized by the discipline normally is required.	A terminal or professional degree that is recognized by the discipline normally is required.	Minimum of a master's degree is normally required. Refer to class specification.
<b>Appointment Length</b>	Indefinite tenure or probationary status.	One year, multiple year, or temporary contract	Annual renewable contract or multiple year contract.

<b>Governing Document</b>	<a href="#">Board of Regents Policy: Faculty Tenure</a>	<a href="#">Board of Regents Policy: Faculty Tenure</a> (especially Sections 3.3 and 3.4)	Academic <a href="#">policies</a> applicable to the P&A employee group.
<b>Governance</b>	Individuals are members of the faculty and have full right to participate in the governance of the unit. They participate in promotion and tenure decisions and in post-tenure review in accordance with the Board of Regents Policy: Faculty Tenure. Only members of the tenured faculty participate in tenure decisions. Only members at higher ranks participate in promotion decisions. Departmental compensation review processes are also determined by the regular faculty.	Individuals participate in faculty governance as appropriate, but do not participate in decisions regarding the appointment, promotion or tenure, or retention of members of the tenured, tenure-track faculty. They should be made eligible to participate in the University Senate.	Individuals have input into decisions in their units relating to the policies, courses and programs in which they are involved. They do not participate in the decisions regarding the appointment, promotion, tenure, or retention of faculty. They should be eligible to participate in the University Senate.
<b>Benefits</b>	<a href="#">Standard fringe benefits</a> if eligibility requirements are met.  Also have access to Faculty Sabbatical Leave and Faculty Single-Semester Leave, as defined in the Administrative policy <a href="#">Faculty Development Leaves</a> . They also have access to competitive supplemental funding from the Faculty Sabbatical Supplement Program according to the criteria and procedures established by the <a href="#">college</a> or campus.	<a href="#">Standard fringe benefits</a> if eligibility requirements are met.  Also eligible for Faculty Sabbatical Leave and Faculty Single-Semester Leave as defined in the Administrative policy <a href="#">Faculty Development Leaves</a> if funding is available and the unit administrative head and dean concur.	<a href="#">Standard fringe benefits</a> if eligibility requirements are met.  Also eligible for professional development leaves as outlined in the Regents' policy <a href="#">Professional and Administrative Staff Development Leaves</a> .
<b>Performance Appraisals</b>	Receives annual performance reviews as part of the college <a href="#">merit review process</a> .	Receives annual performance reviews as part of the college merit review process.	Receives annual performance reviews as part of the college merit review process.

<b>Promotion</b>	Refer to Department 7.12 Statement	Refer to CEHD Contract Faculty Policy	A department committee conducts a thorough review of performance for promotion in rank, consistent with the <a href="#">CEHD P&amp;A Instructional Staff Promotional Guidelines</a> .
<b>Ending of Appointment</b>	The appointment of a probationary faculty member may be terminated with one year's notice to be given by May 15, to take effect slightly over one year later. Probationary faculty must be reviewed for tenure status by the sixth year of service or given a notice of non-continuation. Tenured and probationary faculty may be removed for cause, as set forth in the Board of Regents Policy: Faculty Tenure.	Must receive a Notice of Non-Renewal per Administrative policy <a href="#">Academic Appointment Category Details</a> . Length of notice is dependent on years of consecutive service in a <i>contract faculty</i> position.	Must receive a Notice of Non-Renewal per Administrative policy <a href="#">Non-Renewal of Appointment for Academic Professional and Administrative Employees</a> . Length of notice is dependent on years of continuous service in specific types of P&A positions.
<b>Separation</b>	Eligible employees departing on a phased retirement are offered the Phased Retirement Program as defined in the Administrative policy <a href="#">Phased Retirement Program</a> .	Contract faculty are not eligible for the P&A Non-Renewal Program.	Eligible employees who are given a Notice of Non-Renewal are offered the Non-Renewal Program as defined in the Administrative policy <a href="#">Non-Renewal Program for Academic Professional and Administrative Employees</a> . Benefits are based on employee's continuous years of service. The program includes a lump-sum payment equal to one week of pay per full year of continuous University service as defined in the policy, up to a maximum of 52 weeks of pay; and medical and/or dental coverage may be continued for up to eighteen months following termination of employment.

<p><b>VOTING PRIVILEGES</b></p>	<p>Vote on promotion within own category and rank. Vote on department policy matters pertaining to governance, teaching, research, and outreach/service.</p>	<p>Vote on promotion within own category and rank.</p>	<p>Vote on promotion within own category and rank.</p>
---------------------------------	--	--	--

**Links to Related Documents**

[CEHD Contract Faculty Policy and Procedures](#)

[CEHD Guidelines for Annual Review and Promotion for Contract Faculty](#)

[CEHD Academic Work Scope Guidelines](#)

**Links**

[Board of Regents Policy: Faculty Tenure](#)

[Standard fringe benefits](#)

[Faculty Development Leaves](#)

[Professional and Administrative Staff Development Leaves](#)

[Merit review process](#)

[CEHD P&A Instructional Staff Promotional Guidelines](#)

[Academic Appointment Category Details](#)

[Non-Renewal of Appointment for Academic Professional and Administrative Employees](#)

Phased Retirement Program