## Appointing to Faculty Titles

**Revised 11-Mar-2011**

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| Casual Faculty Titles         | Lecturer (csl) Assistant Professor (csl) Associate Professor (csl) Professor (csl)                                   | - Part-time service only  
- Qualified Academic Rank  
- Service does not count toward tenure  
- Appointments are Temporary  
- Teaching 1 course  
- Not eligible for benefits or sick leave accruals  
- If teaching 2 or more courses per semester OR has completed 2 semesters, employee must be appointed to a UUP represented “Adjunct” title (no casual “csl” tag). |
| (No Bargaining Unit)          | Funding: PST                                                         |                                                                                                                                                                                                                                  |
| Salary Basis: BIW             |                                                                      |                                                                                                                                                                                                                                  |
| Adjunct Faculty Titles (UUP)  | Adjunct Lecturer Adjunct Assistant Professor Adjunct Associate Professor Adjunct Professor                               | - Part time service only  
- Qualified Academic Rank  
- Service does not count toward tenure  
- Appointments may be Temporary or Term; if Temporary the max is generally 1 year, Term appointment may be up to 3 years  
- Begin as Temporary then changed to Term after 6 consecutive semesters have been completed  
- Eligible for benefits and sick leave accruals if teaching 2 or more courses  
- These titles are also used for returning retired faculty, also known as “Bartle” appointments  
- “Bartle” titles have an assignment status of Temporary and voting status of yes  
- 45 day non-renewal notice for Term appointments |
| Salary Basis: BIW             | Funding: PST                                                         |                                                                                                                                                                                                                                  |
| Lecturer Titles (UUP)         | Lecturer (10 mo) Lecturer (12mo)                                      | - Full time or Part time  
- Qualified Academic Rank  
- Service does not count toward tenure  
- Appointments may be Temporary or Term; if Temporary the maximum is generally 1 year, Term appointment may be up to 3 years  
- Eligible for benefits and sick leave accruals |
| * Minimum Salary Requirements |                                                                      |                                                                                                                                                                                                                                  |
| Salary Basis: CAL 10/Annual   |                                                                      |                                                                                                                                                                                                                                  |
| (Usually CAL 10)              | Funding: PSR                                                         |                                                                                                                                                                                                                                  |
| Visiting & Clinical           | Visiting Assistant Professor Visiting Associate Professor Visiting Professor Clinical Lecturer Clinical Instructor Clinical Assistant Professor Clinical Associate Professor Clinical Professor | - Full time or Part time  
- Qualified Academic Rank  
- Service does not count toward tenure  
- Appointments may be Temporary or Term; if Temporary the maximum is generally 1 year, Term appointment may be up to 3 years  
- International faculty must be Temporary until they receive LPR “Lawful Permanent Resident” status (green card).  
- Eligible for benefits and sick leave accruals if Full Time OR if teaching 2 or more courses per semester |
| Faculty Titles (UUP)          | Funding: PST - Temp service only is BIW  
Funding: PSR CAL (10) (if not-usually temp BIW) PSR CAL (12) |                                                                                                                                                                                                                                  |
| * Minimum Salary Requirements |                                                                      |                                                                                                                                                                                                                                  |
| Salary Basis: BIW or          |                                                                      |                                                                                                                                                                                                                                  |
| CAL (10) or (12)              |                                                                      |                                                                                                                                                                                                                                  |
| Research Faculty Titles (UUP) | Research Assistant Professor Research Associate Professor Research Professor                                      | - Full time or part time  
- Research Title Non Tenure Track  
- Qualified Academic Rank  
- Service does not count toward tenure  
- Appointments may be Temporary or Term; if Temporary the maximum is generally 1 year, Term appointment may be up to 3 years  
- Eligible for benefits and sick leave accruals if Full Time OR if teaching 2 or more courses |
| * Minimum Salary Requirements |                                                                      |                                                                                                                                                                                                                                  |
| Salary Basis: BIW or          |                                                                      |                                                                                                                                                                                                                                  |
| CAL (10) or (12)              | Funding: PSR/PST                                                      |                                                                                                                                                                                                                                  |
| Tenure/Tenure Track Titles    | Instructor Assistant Professor Associate Professor Professor        | - Full time or part time  
- Tenure Track Academic Rank  
- Service counts toward tenure if full time  
- Assignment status may be Temporary, Term or Continuing (tenure). International faculty must be Temporary until they receive LPR “Lawful Permanent Resident” status (green card).  
- Eligible for benefits and sick leave accruals if Full Time OR if teaching 2 or more courses per semester |
| (UUP)                         |                                                                      |                                                                                                                                                                                                                                  |
| * Minimum Salary Requirements |                                                                      |                                                                                                                                                                                                                                  |
| Salary Basis: CAL (10)        | Funding: PSR                                                         |                                                                                                                                                                                                                                  |

*Please note – When hiring with BIW Temp service funding for a temporary position the non-renewal process is not necessary. HR suggests you use this until an employee has six consecutive semesters of service, then change the employee’s status from temporary to term.*