

## Examples of Appointments for Full-time Non Tenure Track Faculty at Selected Institutions

The institutions identified below offer a range of appointments types but typically provide multi-year contracts and notice for reappointment that are transparent, consistent and of increasing duration based on time in service and/or rank. Most recognize that stable appointments are not only for the benefit of the individual faculty member but serve the entire community by improving the quality and productivity of university programs.

### Appointments for NTT Research Faculty

#### 1. Cornell University

[http://www.cals.cornell.edu/academic\\_reappointments.cfm](http://www.cals.cornell.edu/academic_reappointments.cfm)

Cornell College of Agriculture and Life Sciences offers 3 or 5 year contracts depending on rank for NTT research faculty and Extension Associates.

#### 2. Stanford University

<http://www.stanford.edu/dept/DoR/rph/9-1.html>

Academic Staff–Research consists of two ranks: Research Associate and Senior Research Scientist or Scholar. For policies and guidelines pertaining to Academic Staff—Research, see *Research Policy Handbook*, 9.1. See excerpt below.

### III. COMPENSATION & TERMS OF EMPLOYMENT FOR AS-R

#### A. Period of Appointment

A member of the Academic Staff - Research is appointed for a fixed, renewable term of up to five years, contingent on continued programmatic need and funding. Senior Research Scientists, Senior Research Engineers or Senior Research Scholars may be appointed on either a fixed-term or a continuing basis.

Requests for reappointments of fixed-term appointments must be reviewed at the department level and approved by the Office of the Vice Provost and Dean of Research. A written notice of either renewal or non-renewal must be given to the employee at least 90 days in advance of the term end date. The conclusion of a fixed term does not constitute layoff nor is it accompanied by layoff benefits.

#### 3. TUTFS University/the Fletcher School

<http://fletcher.tufts.edu/faculty/handbook/research-faculty.html>

Multiple-year full-time faculty appointments based on external funding.

#### 4. Rice University

[http://fachandbook.rice.edu/fhb.cfm?doc\\_id=2752](http://fachandbook.rice.edu/fhb.cfm?doc_id=2752)

Typically Rice makes a research faculty appointment for no less than three and no more than five years. Rice also provides “Contingency Funding.” In the event of a lapse of external research funding, Faculty are eligible to receive from a contingency fund

monthly support consisting of three-fourths of their monthly salary averaged over the prior 12 months plus fringe benefits for a limited period of time as specified below (but not to exceed the term of appointment including renewals). These funds may also be used for short term disability leave payments under the same conditions as apply to tenure track faculty.

#### 5. Yale

[http://www.yale.edu/provost/handbook/handbook\\_v\\_research\\_appointments\\_unive.html](http://www.yale.edu/provost/handbook/handbook_v_research_appointments_unive.html)

Depending on rank, one to five years renewable contracts for Research Appointments

#### 6. Northwestern

<http://www.northwestern.edu/research/policies/resAppointments.html>

Appointments are up to three years and renewable. Northwestern also makes accommodations for interruption of grant funding.

#### 7. Princeton University

<http://web.princeton.edu/sites/dof/publs/rprt96/rp96k.htm>

Research staff members are reviewed annually to consider continuation and salary level. During the sixth year in the rank (or earlier in exceptional cases) they are reviewed by their departments or programs for appointment with the provision of "continuing appointment." See Chapter III. A. Professional research staff members whose appointments carry with them "continuing appointment" serve with the understanding of continued employment, with salary adjustments and promotions when appropriate, until retirement so long as (1) they are able to, and do in fact, perform satisfactory work, and (2) research within their departments or programs requiring their professional skills continues to receive external funding, and (3) the projects on which they are employed remain central to the interests of their departments or programs.

#### 8. University of Pennsylvania

<http://www.upenn.edu/assoc-provost/handbook/>

Research professors and research associate professors may be appointed for terms of up to 5 years and may serve without limit of time through successive reappointments. See Section II.B.3 of the University of Pennsylvania's Faculty and Administrators Handbook regarding non-tenured faculty appointments.

#### 9. Johns Hopkins Bloomberg School of Public Health

[http://www.jhsph.edu/schoolpolicies/ppm\\_faculty\\_1.shtml#3](http://www.jhsph.edu/schoolpolicies/ppm_faculty_1.shtml#3)

Full-time non-tenure track appointments at the rank of professor, associate professor, assistant professor, senior scientist, associate scientist, assistant scientist, instructor, senior research associate, and research associate are for indefinite periods. Notice of termination is graduated by length of service. See 4.5. Appointments and 4.6. Notice of Termination.

### **Appointments for Lecturers**

#### 1. Indiana University

<http://www.indiana.edu/~educpc/02.33.agenda.doc>

After the probationary period, longer term contracts may be offered. These contracts may be for a maximum of five years, and may be renewable an unlimited number of times

## 2. Stanford University

<http://med.stanford.edu/academicaffairs/handbook/chapt4.html>

There is no limit to the number of five-year reappointments a Lecturer may be granted as long as there is an outstanding teaching record and continued programmatic need

## 3. University of California

[http://www.aft1966.org/documents/complete-contract\\_2003-2006.pdf](http://www.aft1966.org/documents/complete-contract_2003-2006.pdf)

Lecturers earn “continuing appointments” after six years.

See contract between UC-AFT and University of California, Article 7b.

## 4. University of Michigan

<http://www.leounion.org/agreement/browsable/index.htm>

The contract provides for “presumption of renewal.” The lecturer must meet departmental standards of excellence as established by a major review after a specified time period. Once they pass that review, they have presumption of renewal. Once they pass the "major review" faculty members get multi-year contracts ranging from 3 to five years depending on rank. After presumption of renewal a lecturer can still be laid off due to (a) curriculum change (b) lack of demand (c) budget cutbacks. See Article XI for details at link above.

## 5. Rice University

[http://fachandbook.rice.edu/fhb.cfm?doc\\_id=2752](http://fachandbook.rice.edu/fhb.cfm?doc_id=2752)

Lecturers are appointed for up to two years initially and can be renewed in increments of up to three years indefinitely.

## 6. California State University

<http://calfac.org/contract.html>

Lecturers earn three year renewable contracts after teaching one semester in each of six consecutive years. There is an “expectation of reappointment” thereafter unless there is documented unsatisfactory performance. See Article 12

## **Access to Internal Grants**

### University of Michigan

[http://www.provost.umich.edu/reports/discretionary/policy\\_statement.html](http://www.provost.umich.edu/reports/discretionary/policy_statement.html)

These accounts may be provided to support the work of a faculty member whose appointment is instructional, clinical instructional, research, librarian, curator, or archivist. The term “faculty” as used in this policy is intended to cover all of these, whether appointed in a regular or supplemental capacity.