

# Handbook of Academic Titles

by

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There are over 3,300 accredited colleges and universities in the United States. These institutions have conferred on their academic faculties and staff a bewildering array of titles and designations. The titles can be confusing and their significance is often misunderstood. Some titles imply that the holder has tenure, while others do not. Some suggest a concentration in research rather than teaching, while others convey that the incumbent is primarily engaged in activities outside of an academic institution. In addition, a menagerie of prefixes and modifiers are used to indicate rank and other status information. Adding to the complexity of the problem is the fact that the same title may have different meanings at different institutions. The purpose of this handbook is to provide a thorough glossary explaining the significance of most titles in use in the United States today.

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## **Introduction**

"What's in a name! that which we call a rose  
By any other name would smell as sweet;  
So Romeo would, were he not Romeo call'd,  
Retain that dear perfection which he owes  
Without that title." When Shakespeare wrote those words he surely did not have

professors in mind, for in academia titles are the coin of the realm. This is literally so, since many a professor has been lured or retained, in lieu of a salary increase, by the promise of a more exalted title. It is not clear, given the proliferation of such titles in the US, precisely what status each one denotes. More than 800 are described in this book, along with prescriptions for generating thousands more.

An "academic title," broadly, is a designation given to individuals who "engage in teaching of credit courses, academic research, or professional library service." (Oakland U.) Generally a title is relied on to convey three attributes of its holder: rank (level of appointment), status (Regular Faculty or otherwise) and function (Teaching, Clinical, Research, etc.) The title may also carry an Honorific, such as "Distinguished," as mark of special recognition. This much was recognized by W. S. Gilbert in referring to *The Mikado's* Lord High Executioner as "a personage of noble rank and title," making it clear that rank and title are different. "Lord" conveys nobility; "High" specifies rank; "Executioner" defines function.

While this trichotomy is fairly logical, there is much confusion in practice between the concepts of "title" and "rank." [Title](#) ought to mean no more than the name by which an academic position is known, e.g. "Associate Professor of the Practice of Surgery." But such a statement is too simplistic; one must consider the distinctions among [Official Title](#), [Working Title](#) and [Functional Title](#). [Rank](#) refers to the holder's position in an ordered promotion sequence known as a [Series](#). The fundamental Series in US institutions is {Instructor, Assistant Professor, Associate Professor, Professor}, which are listed in order of increasing rank. Titles not in this Series almost always indicate a position equivalent in rank to a particular rank in the Series. For example, at Carnegie Mellon the title "Senior Research Scientist" indicates a nontenured position ("non-noble," one might say), a function of Scientist and a rank equivalent to Associate Professor.

The variety of academic titles in use is impressively vast. Numerous unusual situations have arisen at different institutions that have spawned the creation of carefully crafted titles to deal with specialized circumstances. If your institution is trying to create a title to describe a particular position, it has probably already been devised elsewhere and you will find it in this Handbook.

This work was motivated by an effort at my home institution, Carnegie Mellon University in Pittsburgh, to rationalize its scheme of conferring academic titles. During my service on the Faculty Affairs Council, it became apparent that numerous titles were in use around the country that might describe Carnegie Mellon positions quite accurately, but they were unfamiliar to me and my colleagues. I therefore undertook to compile a reference that would be of general usefulness to the academic community.

The entries in this handbook cover academic faculty and staff titles only. Administrative designations, such as Associate Dean, Provost, Department Head, Program Director and the like are omitted because they are frequently devised ad hoc and do not in any event indicate independent academic status. I have quoted liberally from position

descriptions in college catalogs, faculty handbooks and web pages. My thanks go to the invariably anonymous authors of these materials. The institutions cited in the text, approximately 250 of them, are listed in an [Index](#) at the end of this Handbook.

The arrangement of entries is alphabetical by full academic title. Where a position description has been obtained from a specific institution, the name of the institution appears in parentheses in the entry. If there is no position definition, the name of at least one institution using the title appears at the end of the entry in brackets unless such an institution is mentioned in the entry. Occasionally titles are followed by roman numeral indicating grade within title, such as "Librarian IV." Such numerical designations are omitted here. There is of course some question as to what constitutes an academic title and how to draw the line between academic and administrative positions. The general rule used here is that positions subject to collective bargaining agreements involving the American Association of University Professors are regarded as academic. Combining titles with such prefixes as "adjunct," "emeritus," "visiting," etc. would lead to a combinatorial explosion in the size of the glossary. Therefore, such prefixes are normally explained only in general terms without enumerating each possible title. Rather than use a complex scheme of boldfacing or small capitals to indicate defined terms, initial capitals are employed for this purpose, e.g. "It is often unclear whether a Fellow is a member of the Faculty."

At some institutions a virtually unlimited spectrum of titles is available by suffixing the name of a discipline to another faculty title. For example, Research Biologist, Research Chemist, Professor of German, etc., which can iterate through every possible discipline. It has neither been possible nor desirable to include all such titles, nor has it been feasible to enumerate every usage of every title at every institution. As always, the role of the lexicographer is to record terminology as it is actually used, not to impose rules or presume to set standards. In particular, this book should never be cited to support a claim that a particular usage is "wrong." In compiling this work the author examined approximately 1000 faculty handbooks and institutional by-laws. While that is a significant number, it represents fewer than one-third of accredited US institutions. Errors and omissions have necessarily occurred; therefore the author will be grateful to learn of any additions or corrections.

Acknowledgements: Thanks are due to Carnegie Mellon University for providing the infrastructure (and freedom from academic politics) that permitted me to write this Handbook expeditiously and to Prof. Quincy Adams Wagstaff of Huxley College for imbuing me with the appropriate perspective on academic titles.

## **Glossary of Titles**

### **Above Scale**

A mechanism in the University of California System by which meritorious faculty may obtain higher rank and pay than the normal limits of their position. "An academic appointee who advances beyond the highest Step in a [Series](#) is above scale." (U. Cal.

San Diego) Sample usage: Professor Above Scale, Specialist Above Scale. Sometimes considered the equivalent of Distinguished. See also Off Scale.

### **Academic (generally)**

The prefix "Academic" generally indicates a non-tenured full-time or part-time position primarily in teaching and with only incidental research or patient-care responsibilities. See, e.g., [Academic Professor](#). The range also includes Academic Assistant Professor, Academic Associate Professor, Academic Instructor and Academic Lecturer. See also Academic Appointee.

### **Academic Administrator**

An individual "with either primary or secondary responsibility for the administration of the activities of a major academic unit (school/college) or program of the University System. An academic administrator has faculty status and normally holds academic rank; as such, he/she may be eligible for tenure as a faculty member. (U. N.H)

### **Academic Affiliate**

"Individuals employed full-time by the University in non-academic positions and who are assigned to teach courses or direct research in academic departments. Academic Affiliate assignments are based on the experience, training, and interests of individuals that would qualify them to teach and/or direct research outside their normal assignments and upon the needs of the University to utilize their expertise in teaching responsibilities." (S.W. Mo. St.)

### **Academic Appointee**

A person "who is engaged primarily in one or more of the following: teaching, research, and public service, and whose duties are closely related to the University's instructional and research functions. Included in this group are academic administrative officers, faculty, student appointees, medical residents, research appointees, University Extension appointees, and librarians." (U. Cal. San Diego)

### **Academic Assistant**

1. A position normally filled by a graduate student, whose duties include grading homework, assisting faculty and students in laboratory and field work, and in limited situations, leading small tutorial class sections. (U. Conn.)
2. A title similar to Research Associate except that the incumbent "provides technical support for on-going departmental research activities, rather than for a single Principal Investigator." The Series is Academic Assistant I through Academic Assistant V. (U. Conn.)

### **Academic Assistant Professor**

See [Academic Professor](#). (Texas Tech.)

### **Academic Associate**

1. A junior research position equivalent in rank to [Lecturer](#). (U. Ariz.)
2. One of two categories of Non-Regular Faculty at the University of Missouri College of Agriculture. "This category includes individuals with the titles not listed as Profession

Track titles, e.g., Research Associate, Post-doctoral Fellow, Program Coordinators, etc." (U. Mo.) See also Professional Track.

### **Academic Associate Professor**

See [Academic Professor](#). (Texas Tech.)

### **Academic Clinician Track**

A Track, apparently unique to the Medical University of South Carolina, analogous to the Clinician Educator Track. (Med. Univ. So. Carolina)

### **Academic Educator Track**

A Track, apparently unique to the Medical University of South Carolina, analogous to the Clinician Scholar Track. (Med. Univ. So. Carolina)

### **Academic Faculty**

A term with varying meanings. Sometimes it includes non-Tenure Track Faculty, sometimes not. "Academic faculty" means all employees who hold the rank of instructor or a higher academic rank in academic programs. These employees may be eligible for tenure." (Lewis & Clark Coll.) "Academic Faculty means tenurable and nontenable employees who have responsibility for instruction and curriculum development." (U. Mont.) "The ranks of professor, associate professor, and assistant professor are the traditional academic ranks of appointment." (Wash. St. U.) "[T]hose faculty who carry academic rank, academic titles, or special academic status." (Wartburg Coll.)

### **Academic Investigator Track**

A research-oriented Track at the Medical University of South Carolina, the University of Rochester and the University of Virginia. (U. Va.)

### **Academic Instructor**

See [Academic Professor](#). (Texas Tech.)

### **Academic Lecturer**

See [Academic Professor](#). (Texas Tech.)

### **Academic Professional**

A person other than faculty, engaged primarily in activities that extend and support the teaching, research, extension, and service missions of the institution (U. Wyo.) "The designation Academic Professional will apply to a variety of academic assignments that call for academic background similar to that of a faculty member with professorial rank but which are distinctly different from professorial positions. Examples include managing instructional laboratories, assuming academic program management roles not suited for expectations applied to tenure-track faculty members, operating instructional technology support program, being responsible for general academic advising, assuming professional student counseling center responsibilities, providing specialized skill acquisition training as support for academic programs, and working with tenure-track faculty members in course and curriculum development." The range of titles includes

Academic Professional Associate, Academic Professional, and Senior Academic Professional. (Ga. State)

### **Academic Professional Associate**

See [Academic Professional](#). (Ga. State)

### **Academic Professor (Texas Tech.)**

A non-tenured appointment indicating only incidental responsibilities outside of teaching. (Texas Tech.)

### **Academic Rank**

Not a [Rank](#) per se but a collection of titles usually indicating that the incumbent is an Officer of Instruction. Institutions vary widely in specifying which ranks are academic, ranging from all instructional positions to just the Regular Faculty ranks. "Academic Rank is rank held by those members of the academic staff having the titles of Professor, Associate Professor, Assistant Professor, Instructor, Librarian, Associate Librarian, Senior Assistant Librarian, and Assistant Librarian." (SUNY Potsdam) At the University of Alaska, an Academic Rank means one of the [Regular Faculty](#) positions, as opposed to Special Academic Rank. (U. Alaska) "Promotion in academic rank is a means by which the University encourages, recognizes, and rewards faculty members for excellence in the performance of their duties." (LSU)

### **Academic Staff**

In general, person involved directly in instructional, research and clinical functions, but the set of included groups varies widely by institution. "The academic staff of the University of Pennsylvania is divided into seven classes: the Standing Faculty, the Standing Faculty--Clinician-Educator, the Associated Faculty, the Academic Support Staff, the Postdoctoral Fellows, the Teaching Graduate and Professional Students, and the Emeritus Faculty." (U. Pa.) Academic Staff is comprised of those persons having academic or qualified academic rank. (SUNY Potsdam)

### **Academic Support Faculty**

"Academic Support Faculty' means a person appointed to a nontenurable position who has rank and who assists with the instructional mission of the University. It includes persons with Visiting, Adjunct, and Affiliate titles." (U. Mont.) See also Support Faculty.

### **Academic Support Staff**

"Academic Support Staff is composed of persons who participate in the University's teaching, research, and clinical services, but who are not eligible for appointment to the Standing or Associated Faculty." (U. Pa.) Some institutions draw a distinction between Academic Staff and Academic Support Staff, neither of which are Regular Faculty but may be Non-Regular Faculty.

### **Academic Title**

A title for a person having academic responsibilities, not necessarily teaching. "Academic" is broader than "faculty," since there are numerous non-faculty academic positions. The distinction can be elusive. The University of Illinois uses

"Academic Title for what would be a Faculty title elsewhere. "Academic titles sometimes resemble faculty titles. However, such academic positions either are for less than 51% time, or they include the following words as part of the title: adjunct, clinical, research, teaching, or visiting." (U. Ill.) "The academic titles approved by the College include Lecturer, Senior Lecturer, Adjunct Faculty, Visiting Faculty, Faculty-in-Residence, Coach, and Professional Librarian. Titled academic faculty shall be employed only on term contracts and are not eligible for tenure." (Wartburg Coll.)

### **Academic Year Appointment**

An "appointment in which the faculty member renders services to the University during the academic year, from the beginning of the fall term through the end of the spring term ... or the equivalent of an academic year should the campus operate year-round." (U. Ca. Santa Cruz) An appointment for two of three academic terms, comprising either eight or nine months, the salary for which is frequently spread over a twelve-month period. (U. Mich.) Cf. Calendar Year Appointment.

### **Acceleration**

Advancement of an academic appointee to a rank or step before the normal period of time for such advancement pursuant to established University policy. (U. Cal. San Diego)

### **Acting (generally)**

The title "acting" denotes a temporary appointment at the Instructor or professorial ranks. It is commonly used for persons who are on the faculty for a year or less or for persons who have not yet completed the requirements for a regular appointment. In the latter case, the acting title is dropped when the requirements are completed. A faculty member whose appointment as instructor or assistant professor has not been renewed may not be given an acting title. (U. of Washington) "The prefix "Acting" denotes a temporary faculty position, either full or part-time, with teaching or professional librarian responsibilities and associated service responsibilities of regular faculty on a pro-rated basis." (Sweet Briar Coll.)

### **Acting Assistant Professor**

Acting assistant professors are full-time faculty members who have completed all requirements for the doctoral degree except the dissertation. Acting assistant professors are elected for one-year terms. They are expected to receive the doctoral degree (or other terminal degree in the professional schools) by the end of the initial term of election, despite full-time teaching commitments. When the degree is awarded, "acting" is removed from the title. The time spent as an acting assistant professor is included in the probationary period leading to an election without term. (U. Va.)

### **Acting Instructor**

"Individuals appointed as Acting Instructors are usually advanced ... Stanford graduate students well launched on their dissertations; occasionally graduate students from other institutions who are at similar stages in their programs are appointed Acting Instructors. Individuals at this rank are not yet ready for candidacy for Assistant Professor or Assistant Professor (Subject to Ph.D.) positions." (Stanford)



## **Active Faculty**

Active Faculty are all those faculty (regular and other) who are currently employed by the University, including those on approved leave. Retired and emeriti faculty are not included in the category of Active Faculty." (Santa Clara U.)

## **Additional Appointment**

"Additional appointments are appointments that extend the term of service of faculty on University-year appointments." (U. Mich.)

## **Adjoint (generally)**

"Adjoint" may appear either as a prefix or, in rare cases, as a suffix to designate individuals who are employees of external organizations but who offer courses or supervise academic programs, often without additional compensation. It is difficult to discern any difference between "adjoint" and "adjunct," except that "adjoint" always means that the incumbent is external, while at some institutions [Adjunct](#) may mean a member of another school or department in the same institution. "The prefix Adjoint designates a person who is based at another institution and who contributes to the mission of a school." (Vanderbilt) At the University of Colorado at Boulder, "adjoint" is used as a suffix, e.g. Associate Professor Adjoint. (U. Col. at Boulder)

## **Adjunct (generally)**

1. An academic appointment awarded to a person not employed by the institution but who is connected with or teaches courses at the institution. Such adjunct appointments generally carry no regular salary but the holder may be compensated on a per-course basis. Normally the prefix "adjunct" may precede any other non-adjunct title, such as in "Adjunct Assistant Clinical Professor." In rare cases, e.g. U. of Colorado, "adjunct" is used as a suffix, as in Professor Adjunct. (U. Col. at Boulder) "The term adjunct may be prefixed to academic titles of faculty members who provide particular expertise (knowledge and/or services) to the college program but whose participation is limited in terms of responsibility to administration, teaching or research. This prefix may also be used for individuals whose major affiliation is with another institution." (Thomas Jefferson U.) "The prefix 'Adjunct' relates to a temporary faculty position with responsibilities limited to teaching and associated office hours." (Sweet Briar Coll.) "[T]hese teaching ranks are normally intended for the appointment of persons whose interests, as well as the interest of the University, are served by their continuing in a professional capacity outside of the University while teaching less than full time." (Yale) Cf. [Adjoint](#), [Affiliate](#). Whether holders of Adjunct positions are considered Members of the Faculty for purposes of voting and other privileges varies widely by institution.

2. A rarer use of the term corresponds more to the meaning of [Joint](#) or [Courtesy](#), meaning that the holder is employed in another unit of the institution but for some reason it is desirable to list an affiliation with a different department or school.

## **Adjunct Clinical Staff**

"The term 'adjunct clinical staff' is assigned to professional practitioners in the community or within the University who assume teaching responsibilities in the regular



curriculum and have an appointment at less than 50% effort. Appointments are on an annual or shorter basis and are not tenured appointments." (U. Mich.)

### **Adjunct College Laboratory Technician**

A title, apparently unique to the City University of New York, for people who are "not full-time members of the faculty and who teach part-time or who have other part-time assignments in the University." (CUNY)

### **Adjunct Instructor**

1. Normally the lowest rank of Adjunct Faculty.
2. The title given to Adjunct faculty at Southwestern College (KS) who have no rank at another institution. See Adjunct Professor by Rank.

### **Adjunct Faculty**

1. Collectively, the faculty members holding Adjunct appointments.
2. "Adjunct faculty are those untenured faculty who have instructional duties but who are not on a full-time faculty contract." (Seton Hall U.)

### **Adjunct Professor by Rank**

1. A faculty member who teaches on a part-time per course basis for the college, and who is a full-time ranked faculty member of another institution of post-secondary education, may be assigned "adjunct" rank at the college that is equivalent to the faculty member's rank at the other institution. Should the other institution not use rank, the title of adjunct instructor will be used. (Southwestern Coll. KS) The words "by Rank" never form part of the incumbent's [Working Title](#). See [by Rank](#).
2. "A faculty member who holds a term appointment and who teaches on either a part-time or full-time basis may be assigned the special rank of Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor, depending on qualifications." (St. Johns U.)

### **Adjunct Volunteer**

A faculty track, apparently unique to Eastern Tennessee State University School of Medicine, for persons who teach intermittently or are intermittently involved in other medical school activities. (E. Tenn. St. U.)

### **Administrative Faculty**

Person who perform administrative functions but are entitled to faculty status because of the nature of their responsibilities. In this regard, department heads are in an ambiguous position, being considered Administrative Faculty at some institutions but not at others. "Administrative faculty perform work directly related to management of the activities of the institution, department, or subdivision. Incumbents in these positions exercise discretion and independent judgment and generally direct the work of others." (Va. Tech.) "An administrative faculty member holds academic rank. This category includes: (a) departmental chairs, assistant deans, deans, vice presidents, the provost, and the president; (b) other professional personnel with academic rank who administer major academic support divisions or other units within the university." (Murray St.) "For contract purposes, 'administrative faculty' shall be defined to include

administrative employees who carry academic rank. Department Heads are excluded from the definition of Administrative Faculty." (Nicholls State U.) In the University of Nevada System, Administrative Faculty includes only Executive Faculty, Supervisory Faculty and Support Faculty. See also [Administrator](#).

### **Administrator**

Although this Handbook excludes administrative titles, in many cases such roles are filled by person holding academic rank. At Georgia State, for example, the title Administrator means that the holder has an academic appointment. (Ga. State)

### **Administrator with Faculty Rank**

"Administrators with faculty rank come to the faculty rank by one of two routes. Some are appointed initially as administrators and then receive a faculty appointment as a way of facilitating their work or in order for them to teach a course on occasion. Others are initially full-time faculty members who later receive administrative appointments. Persons in the first category are employed for their expertise in administrative positions. Their teaching is secondary. Persons in the second category, originally employed for their disciplinary expertise, are normally on subsequent contracts or are tenured." (Juniata Coll.) At some institutions, certain Administrator positions, such as President or Provost, automatically confer faculty rank. "A number of non-teaching positions by tradition or by reason of their association directly with programs of instruction carry faculty status." (Eastern Nazarene Coll.) "Administrators with faculty rank are members of the university holding faculty rank whose positions include oversight for the university as a whole as well as management of its broader educational goals and programs. The category of administrators with faculty rank includes those members who are at the position of vice president or above, members of the academic affairs council and the athletic director." (Elon U.)

### **Affiliate (generally)**

1. "Affiliate" appointments are intended to recognize professional contributions to a department by an individual whose principal employment lies outside the University. Appointments require similar qualifications to those required for appointment to the corresponding rank. Affiliate appointments are not benefit-eligible and are limited in the amount of salary they may receive through the University. (U. of Washington) Cf. [Adjunct](#), [Affiliated](#). Institutions adopting the "affiliate" designation normally use "adjunct" in its second meaning of [Joint](#) rather than "external." In some cases, the meanings of "affiliate" and "adjunct" are reversed, as at the University of Maryland, where "affiliate" means associated with another academic unit at the University. See, e.g. [Affiliate Professor](#). The usual Series is {Affiliate Instructor, Affiliate Assistant Professor, Affiliate Associate Professor, Affiliate Professor}. A title recognizing highly qualified persons who are not employed by the institution but are closely associated with its programs. (U. Idaho). At the University of Alaska, one who is engaged in [Voluntary Faculty](#) service, not employed by the institution. (U. Alaska)
2. A suffix denoting faculty who are employed by an affiliated institution and who are primarily responsible to that institution. (Finch U.)

### **Affiliate Faculty**

1. A synonym for Non-Regular Faculty. "The affiliate faculty consists of persons holding academic appointments other than the regular faculty ranks eligible for tenure. They are appointed to perform some but not all of the duties associated with the function of regular, tenure eligible faculty." (Pacific Lutheran U.)

2. A synonym for Adjunct Faculty, applicable to persons whose titles include the term Affiliate. "The special status of 'Affiliate Faculty' may be awarded by the President ... to those persons whose employment is with a person or organization that is associated with the University. Affiliate status is awarded as a courtesy. Other than association with the University, Affiliate Faculty are not entitled to any of the rights and privileges of regular faculty. Affiliate Faculty shall not be employees or agents of the University and may not present themselves as such." (Nicholls St. U.) See also Senior Affiliate Faculty.

3. At some institutions, a term for faculty with Joint Appointments. "An affiliate faculty appointment recognizes a formal arrangement between a faculty member and a department or teaching unit outside that of the faculty member's primary appointment. Ordinarily, only tenured faculty members are eligible for such an appointment." (American U.)

### **Affiliate Assistant Professor**

See [Affiliate Professor](#).

### **Affiliate Associate Professor**

See [Affiliate Professor](#).

### **Affiliate Instructor**

See [Affiliate Professor](#).

### **Affiliate Librarian**

The lowest rank of Librarian at the University of Utah; a member of the Library Faculty equivalent in rank to Instructor. (U. Utah)

### **Affiliate Member**

A person who would otherwise be qualified as at least an [Associate Member](#) of a graduate faculty but is ineligible by reason of not holding an appointment in a department offering graduate study or not holding the rank of at least Assistant Professor. Such a person may be appointed as an Affiliate Member for a renewable term and may serve on dissertation committees. (LSU) See also [Member](#).

### **Affiliate Professor**

1. A title used to recognize the affiliation of a faculty member or other university employee with an academic unit other than that to which his or her appointment and salary are formally linked. The nature of the affiliation shall be specified in writing, and the appointment shall be made upon the recommendation of the faculty of the department with which the appointee is to be affiliated and with the consent of the faculty of his or her primary department. (U. Md.)

2. Affiliate titles are extended to someone whose primary employment is with an agency outside of the University. (U. Wash.) "This is an honorary title which may be assigned

to individuals who offer educational experience to the students of the College on a regular part-time basis off campus pursuant to an affiliation agreement. Such individuals are not employees of and have no contractual arrangements with the College, although they may receive an honorarium." (Colby-Sawyer)

### **Affiliated (generally)**

Used for faculty whose professional assignment depends on the existence of an affiliation agreement between the institution and an external employer, who normally is responsible for at least half of the faculty member's pay. (U. Cinn.) Cf. [Affiliate](#).

### **Affiliated Artist**

Typically a graphic or performing artist who maintains a mutually beneficial relationship with an educational institution, generally for no compensation. "[T]he title Affiliated Scholar or Affiliated Artist may be given to qualified members of the academic community who are pursuing independent work." (Hope Coll.)

### **Affiliated Clinical (generally)**

A prefix used to describe medical faculty having appropriate professional qualifications or having distinction and honor in that person's own field who are appointed without compensation to a department or center. (U. Fl.)

### **Affiliated Scholar**

An "Institute designation which extends the privileges of the University to visitors and independent scholars who are conducting research projects." (Stanford) Indiana University "allows departments or division to designate persons actively engaged in scholarly research as affiliated scholars." (Ind. U.) "On occasion there are members of the local community who have professional academic credentials but have not found appropriate employment opportunities. To enhance opportunities for such academically qualified persons to continue their professional development through research, scholarship, and creative activities in an academic environment, the College has created the Affiliated Scholars Program. Appointment as an Affiliated Scholar is non-salaried, carries no university duties, and implies no university support." (Wm. & Mary)

### **Affiliated Teaching Faculty**

A teaching position not carrying an associated Rank. "People may be appointed to perform specialized teaching duties in positions that do not carry tenure, rank, promotion, or faculty voting privileges. Examples of such positions are affiliated teachers of music and joint appointment of public school teachers for student teaching supervision." (W. Wash. U.)

### **Agent**

A faculty rank for academic personnel employed to serve in a Cooperative Extension role. The highest of a series of ranks that also includes Assistant Agent and Associate Agent. Sometimes a rank in the tenurable Series {Associate Agent, Agent, Senior Agent, Principal Agent}, as at the University of Maryland. (U. Md.) Equivalent to a Cooperative Extension Educator. (LSU) The title Principal Agent is sometimes the highest Agent rank. There are several other Agent Series, including {Assistant Area

Agent, Associate Area Agent, Area Agent}, {Assistant County Agent,, Associate County Agent, County Agent} (Southern U.)

### **Alumni Distinguished Professor**

"The alumni distinguished professorship recognizes extraordinary academic citizenship and distinguished service within the Virginia Tech university community. In recognition of the importance of alumni to the university, the alumni distinguished professorship is a pre-eminent faculty appointment, reserved by the board of visitors for recognition of faculty who, over time, have made outstanding contributions to the instructional program of the university and, in so doing, have touched the lives of generations of Virginia Tech alumni. An appointment as alumni distinguished professor is permanent, conferred by the board of visitors upon an individual for the remainder of his or her active service as a member of the Virginia Tech faculty ... Alumni distinguished professors should also expect to be called on from time to time, individually and also as a group, to render some special service or to offer particular advice to the university at large." (Va. Tech.)

### **Alumnus Faculty**

"Alumnus faculty are those graduates of Our Lady of Holy Cross College recognized for their expertise and contributions to the life of the College." (Our Lady of Holy Cross Coll.) Some institutions refuse to hire their own graduates, at least not until a period of time has passed. "No alumnus of the University of Guam shall be employed in an academic position prior to the expiration of at least five (5) years from the date the alumnus received a graduate degree from the University of Guam. Moreover, any such person, in order to be considered for appointment, must, during the five-year period, acquire relevant professional experience in higher education at another institution in the field of his or her academic specialization; or obtain a second master's degree or a terminal degree at an accredited institution other than the University of Guam." (U. Guam)

### **Animal Science Extension Educator**

A Cooperative Extension Educator position focusing on animal agriculture. (Wash. St. U.)

### **Annual Appointment**

"Annual appointments are twelve-month appointments. Instructional staff members on annual appointment perform academic duties for eleven months and receive one month of paid vacation." (U. Mich.)

### **AP**

An abbreviation for [Associate Professor](#). Cf. aP.

### **aP**

An abbreviation for [Assistant Professor](#). Cf. AP.

### **Applied Research (generally)**

A suffix applied (in parentheses) to non-tenured academic ranks involving research at an experimental scientific center, e.g. Assistant Professor (Applied Research). (Stanford)

### **Appointee in Residence**

Not a title per se, but a term for the occupant of an In-Residence appointment, such as a Sculptor-in-Residence. (W. Ky. U.)

### **Appointment**

1. A general term for an academic position. Example: "He has an appointment in the Medical School." See also Academic-Year Appointment, Additional Appointment, Annual Appointment, Campus-Wide Appointment, Casual Appointment, Closed-Ended Appointment, Collegiate Appointment, Concurrent Appointment, Consecutive Term Appointment, Continuing Appointment, Courtesy Appointment, Cross Appointment, Defined Term Appointment, Dual Appointment, Emergency Appointment, Erroneous Term Appointment, Final Appointment, Fixed-Term appointment, Guest Appointment, Honorary Appointment, Joint Appointment, Limited Appointment, Multi-Year Appointment, Multiple Appointment, Open-Ended Appointment, Partial Appointment, Permanent Appointment, Primary Appointment, Probationary Appointment, Professional Courtesy Appointment, Recall Appointment, Reduced Appointment, Restricted Appointment, Secondary Appointment, Shared Appointment, Summer Appointment, Temporary Appointment, Term Appointment, University-Year Appointment, Year-to-Year Appointment.

2. A nearly but not quite universal term for the process by which an individual becomes a faculty member. At the University of Virginia, Teaching Faculty are "elected" by the Board of Visitors, while administrative positions such as Dean are appointed by the President. "Appointment, therefore, is an action taken by or for the president and reported to the Board of Visitors. Thus, a clear distinction is maintained between faculty status and administrative assignments." (U. Va.)

### **Archive Faculty**

The faculty consisting of the institution's Archivists.

### **Archivist (generally)**

One who "acquires, organizes, manages, preserves, and makes available historical source material of significance to research." (Ariz. St. U.) "Archives are no longer viewed as only the physical repositories of research materials but have evolved into intellectual learning centers. Archivists therefore perform a number of functions at the University, including educational, research and service roles. They provide research resources to students and faculty (as well as to the broader scholarly public), introduce users to the process of archive-based research, sustain an active interest in developments in related professional organizations, and serve on appropriate University and professional association committees." (U. Mich.) "Archivist" by itself is a concrete title, normally at the high end of the archivist range, which includes Assistant Archivist, Associate Archivist, Principal Archivist, Senior Archivist and Senior Assistant Archivist.

### **Artist in Residence**

A position "offered to outstanding professional artists who render a specified service to the University. This service can include lectures, performances, demonstrations, master classes, and consultations." (S.W. Mo. St.) "Intended for those persons whose professional activities are of a creative or performance nature, including but not limited to theatre, dance, music, and art. In each case, the qualifications shall reflect demonstrated superior proficiency and excellence and progressively higher national and international reputation, as appropriate to the ranks involved. Appointment to the rank of Senior Artist-in-Residence may be made for a period of up to five years; appointment to the ranks of Assistant Artist-in-Residence and Associate Artist-in-Residence may be made for a period of up to three years." (U. Md.) "[P]ersons whose professional artistic accomplishments qualify them for appointments to departments in fine and performing arts." (U. Miss.) Also (U. of Colorado at Boulder, U.S.C., U. of Washington). The title "Artist in Residence" a concrete one at the top of the range that includes Assistant Artist in Residence and Associate Artist in Residence. See also [In Residence](#).

### **Artist Teacher of (subject)**

A position for specialists in music instruction at the pre-collegiate level. Example: Artist Teacher of Piano. (Vanderbilt) See also Senior Artist Teacher of.

### **Assistant**

A non-faculty rank for individuals with a baccalaureate degree or possibly lesser certification who participates in teaching, clinical service or administrative activities that contribute to the function of a department or division. This appointment does not carry permanent faculty status." (Med. U. S.C.)

### **Assistant Agent**

See [Agent](#). (LSU)

### **Assistant Archivist**

See [Archivist](#). (U. Mich., U. Wyo.)

### **Assistant Artist-in-Residence**

See [Artist in Residence](#). (U. Md.)

### **Assistant Astronomer**

See [Astronomer](#). (U. Cal.)

### **Assistant Clinical Professor**

See [Clinical Professor](#). Mt. Sinai School of Medicine makes a distinction between Assistant Clinical Professor and "Clinical Assistant Professor" (q.v.), the former being the in the [Voluntary Faculty](#) track. A synonym of Clinical Assistant Professor.

### **Assistant Coach**

The Assistant Coach "is responsible for assisting the Head Coach in planning and directing the recruitment, conditioning, training and athletic performance of student athlete team members. The Assistant Coach shall assume responsibility for the success



of team performance, and for student athletes in meeting their academic performance and eligibility criteria." (Cal. St. Fresno)

### **Assistant Cooperative Extension Educator**

See [Cooperative Extension Educator](#). The minimum requirement for this position is a Master's degree in a related field with the appropriate qualifications and related experience. (Wright State)

### **Assistant Cooperative Extension Educator in-Residence**

A Cooperative Extension title unique to the University of Connecticut. (U. Conn.)

### **Assistant Curator**

See [Curator](#). (U. Fl., U. Mich.)

At Columbia, an "assistant curator is a full-time candidate for a graduate degree in the University who is appointed to maintain the slide and photographic collections used in the courses taught in the Department of Art History and Archaeology. An assistant curator is normally appointed for one or more terms for part-time service, which is renewable." (Columbia)

### **Assistant Engineer**

The engineering equivalent of Assistant Scientist; a non-tenured research position at the rank of Assistant Professor. (State Universities of Florida) See [Engineer](#).

### **Assistant Extension Professor**

See [Extension](#). (U. of Me.)

### **Assistant Extension Professor in-Residence**

An Extension Faculty title unique to the University of Connecticut. (U. Conn.)

### **Assistant Extension Scientist**

See [Extension Scientist](#) (State U. System of Fl.)

### **Assistant Extension Specialist**

"A faculty position occupied by a degreed professional who assists an Extension specialist in the delivery of program by direct involvement in the educational process." (U. Ark.)

### **Assistant Faculty Associate**

See [Faculty Associate](#). (U. Wisc.)

### **Assistant In (subject)**

A junior tenure-ineligible [specialty faculty](#) position. The incumbent must hold a master's degree in a field of specialization. In some cases, experience and/or training may be used as a substitute for educational requirements when such training or experience is judged equivalent to these requirements. Authorship or co-authorship of significant publications in the field of specialization may be regarded as evidence of qualifying experience and training. (U. Fl.) See also [Associate In](#).

### **Assistant In Clinical (subject)**

At Columbia, the most junior title given to officers who are conducting substantial original research as well as teaching and participating in patient care. (Columbia)

### **Assistant In Instruction**

1. "Full- or part-time renewable term appointments to fulfill specialized functions falling short of normal faculty responsibilities. Assistant appointments are made outside of rank." (Middlebury Coll.)
2. A title for persons who carry out the duties of [Teaching Fellows](#) but who are usually not currently enrolled in one of the institution's graduate or professional schools. The term is also used for third-year students who assist members of the faculty in legal research programs. (Yale) Despite the title, this is not an "Assistant In" position.

### **Assistant-In Libraries**

The "beginning rank for persons whose duties require basic professional skills and techniques in a specialized area. Faculty in this rank are responsible for technical, service or other functions relating to library wide operations and performance." (U. Fl.) Cf. Associate-In Libraries.

### **Assistant Instructional Professor**

Not in use. See [Instructional Professor](#). (U. Wisc.)

### **Assistant Instructor**

1. An individual possessing relevant training and demonstrated competence in a particular discipline to carry out instructional activities or laboratory supervision or instruction in that discipline on a part-time basis. The duties and responsibilities are to assist faculty members in performing instructional tasks. An individual employed in this capacity is not enrolled in a graduate program. This title will be included in the special faculty ranks, with minimum degree qualifications being the possession of the master's degree or its equivalent. Because of the temporary nature of this position, appointments to this title shall be made on a semester by semester basis and persons holding this title will not earn tenure or be eligible for benefits, including retirement. (U. Colorado at Boulder) "The appointee shall be competent to fill a specific position in an acceptable manner, but he or she is not required to meet all the requirements for an Instructor. He or she shall hold the appropriate baccalaureate degree or possess equivalent experience." (U. Md.) "This is a full-time rank requiring at least a bachelor's degree in the area of specialization. Except under unusual circumstances, assistant instructors do not teach courses carrying degree credit." (Old Dominion)
2. In medical schools, a common title for volunteer faculty "who perform postdoctoral training as interns, residents, clinical fellows, or research fellows (collectively, 'trainees') whose learning experience includes instruction of students or other trainees." (U. Md.) Cf. Clinical Instructor.

### **Assistant Lecturer**

See [Lecturer](#). (Texas A&M)

### **Assistant Librarian**

A rank equivalent to Assistant Professor. The incumbent is "under the supervision of a library administrator to supervise the work of professional and nonprofessional assistants and to aid in the development of materials and services to meet the instructional, research, and extension needs of the University." (LSU) See also [Librarian](#). (U. Cinn.)

### **Assistant Professor**

Along with [Professor](#) and [Associate Professor](#), one of the three fundamental U.S. academic titles. At many institutions, it is the lowest rung on the tenure-track ladder. (Some institutions have an Instructor rank one level below Assistant Professor.) "This title requires faculty to have the terminal degree appropriate to their field or its equivalent, plus some successful teaching experience. They should be otherwise well qualified to teach at the undergraduate and graduate levels and possess qualifications for research in a special field." (U. Colorado at Boulder) "Qualifications for initial appointment include promise as a teacher and scholar or creative artist. Reappointment requires evidence of success as a teacher and of achievement as a scholar or as an artist." (Yale)

### **Assistant Professor Adjoint**

See [Adjoint](#). (U. Col. at Boulder)

### **Assistant Professor Adjunct**

See [Adjunct](#). (U. Colorado at Boulder)

### **Assistant Professor Attendant**

See [Attendant](#). (U. Colorado at Boulder)

### **Assistant Professor in Residence**

See [In-Residence](#). (U. Calif., U. Conn.)

### **Assistant Professor Librarian**

An Administrative Faculty position equal in rank to Assistant Professor, the equivalent of Librarian Assistant Professor. See Professor Librarian. (George Mason)

### **Assistant Professor of Clinical (Subject)**

See [Professor of Clinical](#). (U. Cinn.)

### **Assistant Professor of the Practice of (Subject)**

See [Professor of the Practice of](#). (Duke)

### **Assistant Professor (Subject to Ph.D.)**

A title, apparently unique to Stanford, indicating that the incumbent has not yet been awarded a doctorate. "It is not a rank in the tenure line. Rather, it is a notice that the offer of a regular assistant professorship, made after the normal search and review, depends upon completion of the Ph.D. ... Upon official confirmation from a person at the level of dean or registrar at the individual's university stating that all the requirements for the Ph.D. degree have been completed, the "Subject to Ph.D." designation is removed.

The individual becomes a regular Assistant Professor ... and begins accruing time toward tenure by length of service." (Stanford)

### **Assistant Professor WOT**

A title, unique to the University of Washington, indicating that the incumbent is Without Tenure for one of two possible reasons. (U. of Washington)

### **Assistant Public Health Professor**

See [Public Health Professor](#). (Johns Hopkins)

### **Assistant Research**

A prefix denoting a [Professional Research](#) position.

### **Assistant Research Engineer**

See [Research Engineer](#). (U. Iowa)

### **Assistant Research Fellow**

A title common at foreign institutions but rarely used in the US, apparently only at Tulane, whose Research Associate Series is {Postdoctoral Fellow, Assistant Research Fellow, Associate Research Fellow, and Senior Research Fellow}. (Tulane)

### **Assistant Research Professor**

Equivalent to Research Assistant Professor. See [Research Professor](#).

### **Assistant Research Scientist**

See [Research Scientist](#). (U. Md., U. Mich.)

### **Assistant Research Scholar**

A rare title, employed at universities in Maryland and at the Universities of Florida and Indiana to denote a junior research position without instructional duties, equivalent to Assistant Scholar. (U. Md.) Its rarity derives from the fact that at most institutions the lowest rank in the [Research Scholar](#) Series is Associate Research Scholar, which is confusingly equivalent in rank to Assistant Professor.

### **Assistant Researcher**

1. A title in the [Professional Research](#) Series, granted only to those who personally perform research, and not to those who provide assistance to researchers. (U. Cal. Santa Barbara) [U. Wisc.]
2. One who "performs professional and scientific research in the field or branch of learning represented by and consistent with the goals of the unit with which he/she is associated." (U. Hawaii). Cf. Junior Researcher.

### **Assistant Scholar**

A nontenured research position in fields other than science and engineering, with rank equivalent to Assistant Professor. (State Universities of Florida, U. Indiana) See also [Scholar](#).

**Assistant Scientist**

A nontenured research position in a scientific field, analogous to Assistant Scholar and Assistant Engineer, with rank equivalent to Assistant Professor. (State Universities of Florida, U. Indiana) See also Scientist.

**Assistant Soil Extension Specialist**

See [Soil Extension Specialist](#) (Wash. St. U.)

**Assistant Soil Scientist**

See [Soil Scientist](#) (Wash. St. U.)

**Assistant Specialist**

See [Specialist](#) (U. Cal.)

**Assistant Teaching Professor**

See Teaching Professor.

**Assistant Training Specialist**

See [Training Specialist](#). (NYU)

**Assistant Staff Scientist**

A research position requiring a doctorate and an indication of promise of a high degree of ability in some subdivision of the incumbent's field. (U. Md.)

**Assistant University Extension Educator**

See [Extension Educator](#). (U. Wyo.)

**Assistant University Librarian**

A Tenure Track faculty rank, equivalent to Assistant Professor. (U. Cal.) See also Assistant Librarian.

**Associate**

1. A prefix used to designate an academic rank generally one level below the highest, as in Associate Professor.

2. Sometimes a title in itself, denoting a non-faculty academic position as a researcher whose duties and responsibilities are equivalent to those of an Instructor. (LSU) At Johns Hopkins, the titles of Senior Associate and Associate are granted to individuals who are not regular full-time members of the faculty but play a major role in the teaching and/or research activities of the institution. Senior associates have significant experience and educational background justifying a more senior level of recognition. Others are given the rank of Associate. (Johns Hopkins)

3. An "officer of instruction possessing special competence in a given field who does not hold the Ph.D. degree or its academic equivalent." (Barnard Coll.) "A title for a nonstudent with limited credentials who is assigned to a specialized teaching, research, or extension position. Associates are exempt staff and are not members of the university faculty or of constituent faculties." (U. Idaho) See also Senior Associate.

4. "Associate appointments are regular faculty appointments in rank which normally carry no more than one-half the normal College teaching responsibility. Associates have all the rights, responsibilities and privileges of their rank, including tenure for associates at the rank of associate professor or professor." (Middlebury Coll.)

**Associate Agent**

See [Agent](#). (LSU)

**Associate Archivist**

See [Archivist](#). (U. Mich., U. Wyo.)

**Associate Artist-in-Residence**

See [Artist in Residence](#). (U. Md.)

**Associate Astronomer**

See [Astronomer](#). (U. Cal.)

**Associate Clinical Professor**

(U. of Pa., Mt. Sinai) See also the discussion of Mt. Sinai under [Assistant Clinical Professor](#). A synonym of [Clinical Associate Professor](#).

**Associate Cooperative Extension Educator**

See [Cooperative Extension Educator](#). (Wright State)

**Associate Cooperative Extension Educator in-Residence**

A Cooperative Extension title unique to the University of Connecticut. (U. Conn.)

**Associate Curator**

See [Curator](#). (U. Fl., U. Mich.)

**Associate Engineer**

The engineering equivalent of Associate Scientist; a non-tenured research position at the rank of Associate Professor. (State Universities of Florida) See [Engineer](#).

**Associate Extension Professor**

See [Extension](#). (U. of Me.)

**Associate Extension Professor in-Residence**

An Extension Faculty title unique to the University of Connecticut. (U. Conn.)

**Associate Extension Scientist**

See [Extension Scientist](#) (State U. System of Fl.)

**Associate Faculty Associate**

See [Faculty Associate](#). (U. Wisc.)

**Associate Graduate Faculty**

A second-tier status in the Graduate Faculty. Institutions differ over the privileges accorded Associate Graduate faculty. At some, they are permitted to teach graduate courses but not direct dissertations. Other grant essentially full rights. "Persons promoted to or appointed as Assistant Professor who hold the appropriate terminal degree for the discipline in which they are employed. Associate members may teach graduate courses; direct theses; co-direct dissertations; participate on thesis, dissertation, and examining committees." (U. Miss.) See Graduate Faculty. Cf. Full Graduate Faculty.

### **Associate In (subject)**

1. A mid-level tenure-ineligible [specialty faculty](#) position, on level above [Assistant In](#). The incumbent must hold a master's degree in a field of specialization. In some cases, experience and/or training may be used as a substitute for educational requirements when such training or experience is judged equivalent to these requirements. Authorship or co-authorship of significant publications in the field of specialization may be regarded as evidence of qualifying experience and training. (U. Fl.)
2. A title used for Joint Appointments at Wake Forest University. "Full-time faculty who conduct activities in a department or school other than their primary appointment may be granted the title of "associate in" in the secondary school or department." (Wake Forest)
3. "The Associate In title is reserved for registered University of California graduate students. Associate In appointees are responsible for the entire instruction of a course, and appointment of an Associate In should be treated as an exceptional event for an exceptional purpose. It is not intended as a means of graduate student support or as a regular means of replacing faculty who are on leave. Such an appointment should provide an opportunity for students to benefit from the unusual talents or unique expertise of advanced graduate students. It should be used for a faculty substitution only when it is impossible to find an appropriate temporary faculty appointment in an emergency." (U. Ca. San Diego)

### **Associate In Clinical (subject)**

At Columbia, a junior title given to officers who are conducting substantial original research as well as teaching and participating in patient care, one rank below Assist Professor of Clinical. (Columbia)

### **Associate-In Libraries**

The "highest rank for persons whose duties require substantial knowledge of professional skills and techniques in a specialized area. Faculty in this rank are responsible for highly complex technical, service or other functions relating to library-wide operations and performance. Mature professional judgment, a broad perspective of the library and the university, and excellent analytic skills are required to work at this level." (U. Fl.) Cf. Assistant-In Libraries.

### **Associate in Research**



Despite the name, not an [Associate In](#) title, but at Brown a junior researcher holding the M.Sc. degree, and are hired to work on specific projects under the direction of the principal researcher. (Brown)

### **Associate Instructional Professor**

Not in use. See [Instructional Professor](#). (U. Wisc.)

### **Associate Instructor**

"A graduate student who is employed as a teacher and engages in activity as a teacher. Teaching consists of the activities of teaching, lecturing, tutoring, instructing, laboratory assisting in an instructional role, and the like in the activity of imparting knowledge, providing the employee has responsibility for assigning grades for at least a portion of a course and has direct contact with students." (Ind. U.)

### **Associate Lecturer**

A nontenured teaching rank at the level of Associate Professor. Sometimes reserved for a part-time position. (U. Rochester) See [Lecturer](#). (Texas A&M, U. Wisc., U. Wyo.)

### **Associate Librarian**

A Librarian rank equivalent to Associate Professor, requiring "proven administrative qualities of leadership, and other personal and academic qualifications ... The individual, as delegated by the Director of the Library, assists in the administration of major areas of library service and contributes to the formulation and execution of an effective library program." See also [Librarian](#). (U. Cinn.)

### **Associate Member**

In institutions using the [Member](#) designation for graduate faculty, a person having at least the rank of Assistant Professor in a department offering graduate study and a highest degree appropriate to the field or unquestionable evidence of comparable achievement in the field." (LSU) Cf. [Affiliate Member](#).

### **Associate Professor**

Along with [Professor](#) and [Assistant Professor](#), one of the three fundamental ranks of U.S. tenure-track faculty. A second appointment to Associate Professor carries tenure. For that reason, a faculty member may occupy this mid-rank for many years or decades, and in some cases never advance to Professor. See Associate Professor on Term. "A scholar who meets all the requirements for appointment as an assistant professor and in addition enjoys a national reputation and shows great promise of becoming a scholar of distinction." (Boston U.) "A regular, full-time tenure-track appointment of a person who normally holds the earned doctorate and who possesses strong potential for further development as a teacher and a scholar. To be eligible for this rank, a faculty member must have a record of effective performance usually involving both teaching and research, or creativity or performance in the arts, or recognized professional contributions." (U. of So. Carolina) "Faculty with this rank should have the terminal degree appropriate to their field or its equivalent, considerable successful teaching experience, and promising accomplishment in research." (U. Colorado)

**Associate Professor Adjoint**

See [Adjoint](#). (U. Col. at Boulder)

**Associate Professor Adjunct**

See [Adjunct](#). (U. Colorado at Boulder)

**Associate Professor Attendant**

See [Attendant](#). (U. Colorado at Boulder)

**Associate Professor in Residence**

See [In-Residence](#). (U. Calif., U. Conn.)

**Associate Professor Librarian**

An Administrative Faculty position equal in rank to Associate Professor, the equivalent of Librarian Associate Professor. See Professor Librarian. (George Mason)

**Associate Professor of Clinical (Subject)**

See [Professor of Clinical](#). (U. Cinn.)

**Associate Professor of the Practice of (Subject)**

See [Professor of the Practice of](#).

**Associate Professor on Term**

An associate professor with an appointment to a fixed term of years, as opposed to an Associate Professor with tenure. "Associate professor on term is normally the rank of promotion from assistant professor or the rank of initial appointment at Yale for an individual with scholarly or artistic achievement and substantial previous teaching experience. Achievement and promise as a teacher and scholar or artist should be such as to qualify for tenure at a major institution within five years. To be considered for this appointment candidates must present a substantial work or body of scholarship that represents research undertaken after the dissertation and extending beyond the scope of the dissertation." (Yale) Cf. Associate Professor Without Tenure.

**Associate Professor With Tenure**

See Associate Professor Without Tenure.

**Associate Professor Without Tenure**

At most (but decidedly not all) institutions, Assistant Professors do not have tenure, Professors have tenure, but Associate Professors may or may not have tenure. It is therefore necessary for administrative purposes to distinguish between the two categories of Associate Professor. The designation "Without Tenure" may be used internally and on the incumbent's resume but is virtually never a component of the incumbent's Working Title (but see Associate Professor WOT). Cf. [Associate Professor on Term](#), Associate Professor With Tenure.

**Associate Professor WOT**

A title unique to the University of Washington but generally equivalent to Associate Professor Without Tenure. However, the suffix WOT (often in parentheses) is a part of the incumbent's Working Title at that institution. Cf. [Associate Professor on Term](#).

### **Associate Public Health Professor**

See [Public Health Professor](#). (Johns Hopkins)

### **Associate Research**

A prefix denoting a [Professional Research](#) position.

### **Associate Research Engineer**

See [Research Engineer](#). [U. Md.]

### **Associate Research Fellow**

A nontenured Research Associate position carrying the rank of Associate Professor. Rare in the US. (Tulane)

### **Associate Research Professor**

Equivalent to Research Associate Professor, a nontenured position with the rank of Associate Professor. See [Research Professor](#).

### **Associate Research Scholar**

See [Research Scholar](#). (Johns Hopkins, U. Conn., U. Md.)

### **Associate Research Scientist**

"This appointment is given to persons who are engaged in scholarly or scientific research in association with a faculty member or as a member of a research group. Such persons will normally have at least two years of research experience following a Ph.D. (or equivalent), will have demonstrated professional ability in fields related to the work or program of the department or area concerned, and will be expected to contribute to it as a colleague." (Yale) See also [Research Scientist](#). (U. Md., U. Mich.)

### **Associate Researcher**

A title in the [Professional Research](#) Series, granted only to those who personally perform research, and not to those who provide assistance to researchers. (U. Cal. Santa Barbara) [U. Wisc.]

### **Associate Scholar**

A nontenured research position in fields other than science and engineering, with rank equivalent to Associate Professor. (State Universities of Florida, U. Indiana) See also [Scholar](#).

### **Associate Scientist**

A nontenured research position in a scientific field, analogous to Associate Scholar and Associate Engineer, with rank equivalent to Associate Professor. (State Universities of Florida, U. Indiana) See also Scientist.

**Associate Senior Librarian**

A title indistinguishable from Senior Associate Librarian. The University of Cincinnati maintains the extensive Series {Beginning Librarian, Assistant Librarian, Associate Librarian, Associate Senior Librarian, Senior Librarian, University Librarian}. (U. Cinn.)

**Associate Service Professor**

A Service Faculty title, apparently unique to Florida State University. (FSU)

**Associate Specialist**

See [Specialist](#) (U. Cal.)

**Associate Staff Scientist**

A tenurable research position requiring the qualifications for an Assistant Staff Scientist plus extensive successful research experience. (U. Md.)

**Associate Supervisor**

In the University of California System, a tenured academic rank in the Physical Education Departments equivalent to Associate Professor, and one level below Supervisor. (Univ. of Cal.) Often Associate Supervisor of Physical Education.

**Associate Teaching Professor**

See Teaching Professor.

**Associate Training Specialist**

See [Training Specialist](#). (NYU)

**Associate University Extension Educator**

See [Extension Educator](#). (U. Wyo.)

**Associate University Librarian**

A Tenure Track faculty rank, equivalent to Associate Professor. (U. Cal.) See also Associate Librarian.

**Associated Faculty**

A term denoting nontenured faculty, typically research faculty in the Series {Research Assistant Professor, Research Associate Professor, Research Professor}. Faculty who have a varied and important role in the research, teaching and professional programs of the institution but who do not acquire tenure, including visitors, adjuncts and lecturers. "The Associated Faculty is composed of the Research Faculty, the clinical Faculty, the Adjunct Faculty, Practice Professors, and the Visiting Faculty." (U. of Pa.) At the University of Miami, all faculty who are not classified as University Faculty. (U. Miami) Sometimes referred to as Non-Standing Faculty. See also Auxiliary Faculty. Cf. Academic Support Staff, Standing Faculty.

**Astronomer (generally)**

A research designation at universities performing significant astronomical observations. "Astronomer" is also a concrete title equivalent to Professor, at the top of

a Series that also includes Junior Astronomer (equivalent to Instructor), Assistant Astronomer (Equivalent to Assistant Professor) and Associate Astronomer (Equivalent to Associate Professor). (U. Cal., U. Hawaii)

### **At Rank**

An appointment At Rank is one given to an affiliated person at a rank equivalent to that held at the Home Institution. For example, an Assistant Research Scientist would receive the At Rank title of Research Assistant Professor. (U. Md. Baltimore)

### **Athletics Faculty**

"[F]aculty members who teach athletics department courses and/or coach varsity-level sports, and who hold appointments that are designated by function or title, not by faculty rank." (Col. School of Mines) Whether Athletics Faculty are eligible for tenure varies by institution.

### **Attendant (generally)**

A suffix apparently used only at the University of Colorado. "An 'attendant rank' title instructor, senior instructor, assistant professor, associate professor, or professor may be granted to persons holding University administrative or service positions. Those approved for this rank are expected to possess the same scholarly qualifications in a discipline as regular faculty members and to engage in instructional activities without compensation over and above their regular salary. Those attaining this title have the same rights and privileges available to regular faculty members, including membership in the Faculty Senate, except that they are not eligible for consideration for tenure." The Series is {Instructor Attendant, Senior Instructor Attendant, Assistant Professor Attendant, Associate Professor Attendant, Professor Attendant}. (U. Colorado at Boulder)

### **Auxiliary Faculty**

A synonym for Associated Faculty. "Appointees to the auxiliary faculty shall be individuals who participate in the university's academic program and make a substantial contribution to the academic activities of the various colleges, but whose continuing professional activities do not span the full range of responsibilities of regular faculty members in the appointing department or college. In light of the University's need to retain the flexibility to adjust its programs to meet changing needs and to employ faculty with more specialized foci to that end, auxiliary faculty may be appointed as research, clinical, lecturer (or lecturing), adjunct or visiting faculty members ... Auxiliary faculty may hold the ranks of professor, associate professor, assistant professor, or instructor." (U. Utah.)

### **Beginning Librarian**

A term colloquially used for a first [Librarian](#) appointment, both inside and outside of academia, but apparently an official title only at the University of Cincinnati. (U. Cinn.)

### **Bicentennial Preceptor**

An Honorific position exclusive to Princeton University, endowed with funds raised during the University's Bicentennial in 1946. (Princeton) See [Preceptor](#).

### **Board of Overseers Professor**

See [Overseers Professor](#).

### **Board of Trustees Distinguished Professor**

The top Honorific rank at the University of Connecticut, to which it is unique, conferred for life on no more than five percent of the active faculty at any one time. (U. Conn.) Equivalent to Trustees Distinguished Professor.

### **Board of Trustees Professor**

An Honorific conferred for special service or distinction, similar to Distinguished Professor or University Professor. "Appointment as 'Board of Trustees Professor' shall be awarded to select professors who have truly distinguished themselves in their teaching, devotion to students, professional publications and contributions, and service to the University throughout the years. (St. Bonaventure) Equivalent to Trustee Professor.

### **by Courtesy**

A suffix designating a [Courtesy](#) appointment. At Stanford, this usage is highly stylized and follows strict punctuation. Example: "Professor, by Courtesy, of Physics." (Stanford) See also Fellow-by-Courtesy.

### **by Rank**

A term meaning that the incumbent is assigned a rank based on rank at the Home Institution. See, e.g., Adjunct Professor by Rank. (Southwestern Coll. KS)

### **Calendar Year Appointment**

A twelve-month appointment, not necessarily beginning in January. "Some faculty members have assigned responsibilities that extend throughout the calendar year, largely independent of the academic calendar. Such faculty members will be on calendar-year appointments with work assignments covering the full 12 months except for periods of annual leave. The kinds of positions that may call for calendar-year appointments include department heads or chairs, college and university administrative and professional faculty, and non-administrative faculty positions that have significant funding from general fund appropriations of the research division, Virginia Cooperative Extension, continuing education, or public service programs." (Va. Tech.) "Calendar year appointments (12 months per year) are given to those who teach a summer course or continue full-time research during the summer." (Loma Linda U.) Cf. Academic Year Appointment

### **Campus Faculty Privilege**

A mechanism under which persons who are not Members of the Faculty are given all privileges extended to Members of the Faculty (such as voting at faculty meetings), except the privilege of being a Member of the Faculty. (Clayton)

### **Campus-Wide Appointment**

A chair or professorship "endowed at the campus level with the intent of allowing the campus to recognize faculty members without any restriction concerning discipline." (U. Ill.)

### **Career Faculty**

The [Regular Faculty](#). "Career faculty include those regular faculty members designated "career" by virtue of contract and "track." These are individuals whom the University employs after a period of evaluation and review via multi-year contracts. Career faculty serve in the ranks of instructor, assistant professor, associate professor, and professor." (Hawaii Pacific U.)

### **Casual Appointment**

A common term in Canada and Australia, but rare in the US. A temporary appointment "of a limited nature ... not covered by contractual provisions. Casual employees are compensated in some manner other than basic annual salary (i.e., biweekly, hourly, fee for service, or per diem)." (SUNY Potsdam) An "appointment established at any percentage of time, fixed or variable, which is expected to continue for less than 1,000 hours in a 12-month period." (U. Cal. San Diego) At many institutions, a synonym for Limited Appointment.

### **Centennial Professor**

A Honorary professorship created during Vanderbilt University's Centennial Campaign (1977-1981), having the characteristics of a Named Professorship. (Vanderbilt)

### **Center Fellow**

A non-tenured rank conferred at several institutions. "Appointments to the rank of Center Fellow are for a fixed, renewable term, are not in the tenure line, and are contingent on continued programmatic need (including program funding) [of a policy center or institute]. ... Most Center Fellow appointments are driven by the need for specific expertise relevant to the mission of the policy center or institute." (Stanford) Cf. [Senior Fellow](#).

### **Chair**

1. See Endowed Chair, Named Chair.
2. A synonym for chairman or department head, as in "The Chair of the Physics Department actually teaches courses."

### **Chaired**

[Endowed](#).

### **Chairholder**

The incumbent occupying a Chair. "Chairholders are particularly distinguished professors who are elected to Named Chairs." (U. Va.)

### **Chancellor's Fellow**



An non-renewable three-year appointment awarded to "faculty with tenure whose recent achievements in scholarship evidence extraordinary promise for world-class contributions to knowledge, and whose pattern of contributions evidences strong trajectory to distinction." (U. Cal. Irvine).

### **Chancellor's Professor**

A title for "persons who have earned the title of Professor and who have demonstrated unusual academic merit and whose continued promise for scholarly achievement is unusually high. ... The total number of Chancellor's Professors on the campus, excluding emeritus faculty, cannot exceed 3% of the filled faculty lines." (U. Cal. Irvine). A professorship created during Vanderbilt University's Campaign for Vanderbilt (1990-1995), having the characteristics of a Named Professorship. (Vanderbilt)

### **Chancellor's Teaching Scholar**

"This title is awarded to associate professors or professors who have held a faculty appointment for at least 5 years and have demonstrated excellence in teaching and instructional development." (U. of Tenn. at Knoxville)

### **Chief Post-MD Officer**

The title used for Chief Resident in the University of California System. (U. Cal.)

### **Chief Resident**

A medical school Functional Title often carrying a relatively low faculty rank, e.g. Clinical Instructor (Mt. Sinai. Sch. Med.). In the University of California System, Chief Post-MD Officer. See also Senior Assistant Instructor.

### **Classification Title**

A title used for internal purposes, such as salary and benefits administration, that need have no relationship to the Official Title or Working Title. "Every status position has a Classification Title, which provides a general description of the position's purpose (e.g. 'Admissions Officer I', or 'Instructor'). The Classification Title is associated directly with the position, even when the position is vacant." (U. N.H.) Cf. Operational Title.

### **Clinical (generally)**

1. A clinical appointment in the appropriate rank is usually made to a person who holds a primary appointment with an outside agency or non-academic unit of the University, or who is in private practice. Clinical faculty make substantial contributions to University programs through their expertise, interest, and motivation to work with the faculty in preparing and assisting with the instruction of students in practicum settings. (U. of Wash.) The faculty modifier "Clinical" applies to persons of professional qualifications who perform teaching, research, or extension functions in a hospital, clinic, or other clinical environment in connection with an established program of the institution (U. Fl.) Faculty of the School of Medicine whose academic ranks contain the prefix "Clinical" serve in a volunteer capacity without financial compensation. (Emory) While "clinical" often suggests a medical connection, Clinical titles do not necessarily imply

that the incumbent is a health professional. At the University of Illinois, for example, Clinical titles are used for librarians. (U. Ill.)

2. A parenthetical suffix denoted a non-tenured medical school appointment. "Clinically competent professionals who are highly qualified to meet responsibilities in providing care and/or counseling to clients are essential if the education and research programs of these areas are to remain adequate and competitive. To fulfill the need indicated above more effectively and to attract and retain professional personnel, a clinical title series for appointments and promotions without tenure is established." (U.

Ky.) Example: Assistant Professor (Clinical). "In everyday usage, the parenthetical designation may be removed from the titles of Assistant Professors, Associate Professors, and Professors holding non-tenure line appointments, but it is to remain in their titles in official publications, personnel files, appointment and promotion papers, administrative records, and other similar contexts." (Stanford). At some institutions the suffix is placed before the name of the holder's field of study, e.g. "Professor of Clinical Law." (Tulane) At Columbia, there is a difference between the titles Clinical Professor of X and Professor of Clinical X, the former meaning that the incumbent performs original research, the latter indicating primarily a teaching and patient care position. At Vanderbilt, "The prefix Clinical designates a practicing health professional who has responsibilities in teaching, research, or patient care." Cf. Professor of Clinical (subject).

### **Clinical Affiliate**

In the University of California System, a title reserved for nonsalaried foreign physicians obtaining training as observers in a clinical program. (U. Cal.)

### **Clinical Assistant**

"A clinical assistant shall perform research studies on a temporary basis in the nature of an internship. No clinical assistant shall be assigned to regular teaching duties" (CUNY)

### **Clinical Assistant Instructor**

"The rank of assistant instructor (including clinical assistant instructor, adjunct assistant instructor, research assistant instructor) shall be held by a faculty member with a bachelor's degree; and if appropriate, with a certificate, licensure, or registration in his or her fields of specialization." See [Clinical](#). (Drexel) "Each resident has a faculty appointment as a Clinical Assistant Instructor." (SUNY Buffalo)

### **Clinical Assistant Professor**

An Assistant Professor in the Clinical Track, not necessarily in medicine. (Emory)

### **Clinical Associate**

1. A junior rank for individuals in health-related programs who have at least Master's level credentials or the professional degree equivalent and who have completed professional training and usually possess established skills. One rank below Clinical Senior Associate. (Emory)

2. "The academic title of Clinical Associate is generally used for Volunteer Faculty members who do not qualify for the full responsibility normally assigned to Assistant Clinical Professors." (U. Ca. Davis)
3. A nonsalaried title for licensed physicians obtaining additional training through observation of and participation in a clinical program (U. Cal.)

### **Clinical Associate Professor**

An Associate Professor in the Clinical Track, not necessarily in medicine. (Emory)

### **Clinical Educator Track**

"Appointment of a Faculty member within the Clinical Educator Track category is applicable to fulltime, non-tenured, clinical Faculty who are engaged in patient care and teaching. The rank is designated by placing the word "Clinical" (or "Practice of" in the case of Pathology) before the department (e.g., Assistant Professor of Clinical Medicine, Assistant Professor of the Practice of Pathology, etc.)." (Finch U.)

### **Clinical Faculty**

"[R]enewable-term faculty in programs subject to professional accreditation that require clinical teaching and/or clinical supervision and/or clinical direction." (U. Iowa) "Clinical faculty appointments provide appointments to programs with clinical field components for non-university employees to supervise the clinical work of University students. Clinical faculty are generally employees of an agency where the clinical work takes place and hold appointments without rank or eligibility for tenure for one semester; such appointments are made solely for the purpose of clinical supervision." (Radford U.)

### **Clinical Fellow**

A non-faculty academic rank used in medical schools for individuals with clinical responsibilities who have completed residency training or other appropriate training and are enrolled in a fellowship training program. "Clinical fellows engage in University-based activities, both clinical and scholarly. They may minister to patients as part of their training to the extent permitted by legal and quality standards ... Their University status is comparable to that of postdoctoral associate if they are paid by the University or postdoctoral fellow if they are paid by a training grant." (Yale) "The title Clinical Fellow is given to persons in the schools of Medicine and Nursing who are engaged in studies and clinical experience, including the care of patients, beyond graduate training in a specified field of clinical education." (Vanderbilt)

### **Clinical Fellow Instructor**

A junior rank indicating a trainee in a program sponsored by an affiliated medical institution. (Wright State)

### **Clinical Instructor**

1. A rank in the [Voluntary Faculty](#) of a medical school, equivalent to Instructor. (Emory) "A partially affiliated member of the clinical science faculty who receives no remuneration." (Wright St.)
2. An [Official Title](#) for a medical school Chief Resident. (U. Md.)

### **Clinical Lecturer**

A Lecturer in the Clinical Track, not necessarily in a medical specialty. (OSU) A "person who, by training and experience, is competent to participate in campus-based training programs on a visiting basis." (U. R.I.) At some institutions, e.g. the University of Alaska, "Clinical" is reserved for health care delivery professionals.

### **Clinical Master Teacher**

"[S]pecially selected elementary, middle, and secondary classroom teachers who combine the roles of college supervisor and cooperating teacher and work in teams to supervise teacher interns." (U. Ala.) Cf. Master Teacher.

### **Clinical Professor**

The highest nontenured rank in the Clinical Track.

### **Clinical Professional Associate**

A Clinical Volunteer title apparently unique to Wright State University. (Wright State)

### **Clinical Resident Instructor**

A junior rank indicating a trainee in a program sponsored by an affiliated medical institution. (Wright State)

### **Clinical Scholar**

"The purpose of the Clinical Scholar designation is to provide a legitimate basis for appointing and recognizing the scholarly accomplishments of professors whose academic profiles do not permit sufficient effort to be devoted to research scholarship to allow them to meet the standards for the award of tenure." (USC)

### **Clinical Senior Associate**

A title, apparently unique in the US to Emory, granted in "those Departments in which the Allied Health programs are located for Allied Health professionals from outside Emory who have attained at least master's level degrees." One rank above Clinical Associate. (Emory)

### **Clinical Staff**

"All licensed physicians, ... dentists, PhD Clinical Pathologists and PhD Clinical Psychologists holding faculty appointments ... who are privileged to attend patients." (U. Va.) "Appointments as Clinical Staff may be offered to a limited number of highly qualified individuals whose professional competence and experience is deemed

beneficial to the educational mission of the Departments and Professional Schools."  
(Fordham)

### **Clinical Supervisor**

A person assigned to observe, advise, and supervise students in clinical situations. (Marquette) "This title refers to an inside appointee with or without a terminal degree, supervising practica or training graduate students." (U. Conn.) "Clinical supervisors are ... practitioners who are assigned regular and continuing responsibilities in the clinical setting." (E. Central U.)

### **Clinical Track**

1. A medical, nursing, dental and veterinary school Track. "Appointments to the Clinical Track are designed for those pursuing a career of clinical care, teaching, mentoring, clinical scholarship, and service. Faculty on this track must have an "obvious instructional component" included in their professional activities, and which is verified and evaluated in the annual review process for renewal of appointment." (Duke) "The Clinical Track emphasizes professional service and education in clinical settings." (U. Kans.)

2. A Track for faculty devoted to the teaching of professional practice, not necessarily in medical fields, but including such subjects as architecture, business, design and law.

### **Clinical Volunteer (generally)**

A faculty track at a small number of medical schools, for persons who teach regularly, either for no compensation or part-time compensation. (E. Tenn. St. U., U. Utah) Cf. Adjunct Volunteer.

### **Clinician**

A nontenured Clinical position in the Series {Clinician, Senior Clinician}. Does not necessarily imply connection with a medical or health program. (Iowa St. U.)

### **Clinician Educator**

1. A term describing teaching professionals at medical, dental and veterinary schools and schools of social work. (U. of Pa.) At Brown, a full-time employee of an affiliated institution who teaches in a clinical diagnostic or research program. (Brown) They are "health professionals with appropriate professional degrees who are primarily engaged in patient care and teaching, and may have related scholarly responsibilities. While they are not eligible for tenure, they may hold the rank of lecturer, assistant professor, associate professor, or professor." (U. N.M.)

2. A medical school Track for individuals who achieve excellence as clinicians and teachers. The Yale School of Medicine requirement is typical: "Faculty in this track must play an integral role in the department's clinical and teaching programs. They must also participate in the research endeavors of the School." (Yale)

### **Clinician Scholar Track**

A Track at Yale School of Medicine for those who "excel in patient care and teaching and must have an emerging national reputation for outstanding scholarship." (Yale)

### **Closed-Ended Appointment**

A Term Appointment. (U. Mich.)

### **Coach**

Note: not all Coach positions are in physical education. Some institutions use Coach as a title in such disciplines as nursing, speech therapy and voice instruction.

1. "Persons appointed to coaching assignments are in Instructional Faculty positions. Assignments of persons in the coaching track may include coaching, teaching or other related duties; persons in the tenure track may be given coaching assignments ... A university coaching member is both a teacher and a professional person who works within an institutional setting." (Cal. St.) "The title of Coach shall be accorded to a person whose primary responsibilities include assignments to coach intercollegiate sports. Coaches may also be assigned teaching responsibilities based upon their qualifications. Full-time coaches who also teach shall be assigned the title of Lecturer or Senior Lecturer." (Wartburg Coll.) The variety of coaching titles is wide -- not all are listed in this Handbook: Assistant Coach, Assistant Head Coach, Associate Coach, Associate Head Coach, Coaching Assistant, First Assistant Coach. (SUNY) Specialist A (U. Conn.) See also Head Coach, Intercollegiate Coach.
2. A title for adjunct members of a department of physical education. (Hamilton Coll.)

### **Coach-Lecturer**

"Coach-Lecturers are appointed to academic staff positions and, as such, are not tenurable in the College or eligible for faculty sabbatical leave." (Hamline U.)

### **Coaching Assistant**

A junior faculty position for one who "under direction, performs a variety of coaching functions related to one or more sports in the intercollegiate athletic program." (Cal. St.)

### **Coaching Faculty**

Usually an informal term for faculty whose titles include Coach. Occasionally Coaching Faculty is a formally named and distinct component of the faculty. (San Jose St.)

### **Coaching Specialist**

A faculty position for one who "performs specialized coaching functions in support of a higher level person in a major program activity of an intercollegiate athletic program ... positions in this class also may involve the performance of functions of a Head Coach in an intercollegiate athletic activity which is more limited than the activity typical of a Head Coach or the position may involve the responsibility for serving as a full assistant to a Head Coach in such a program activity." (Cal. St.)

### **Collaborator (generally)**

A suffix, usually parenthetical, denoting a person not employed by the host institution and who is appointed to the nontenured faculty without remuneration, usually because of special expertise deemed useful to the institution. "A collaborator appointment may be made at any academic rank and remains in effect as long as it is mutually agreeable to both the department and the individual." (Iowa St. U.)

### **Collateral Faculty**

The equivalent of Non-Regular Faculty at most institutions using the term. "There shall be three kinds of faculty appointments: (a) Tenured and Tenure-Track Faculty, (b) Collateral Faculty, and (c) Affiliated Faculty." (U. Minn.) At the University of South Florida Medical School the division is Core Faculty, Collateral Faculty, Voluntary Faculty. (U. So. Fl.) At Virginia Commonwealth University, Collateral faculty are part-time, untenured specified term appointments." (Va. Commonwealth U.)

### **College and University Faculty**

A legal term defined in the Louisiana statutes as "members of the instructional staff of each college and university having the rank of instructor or higher and persons engaged in library, artistic, research and investigative positions of equal dignity. The head of each college or university and its academic officers shall be members of the faculty." (La. R.S. 17:3304)

### **College Lecturer**

A largely foreign title in use at a small number of US institutions. "College lecturers are full-time nontenure-track faculty with a primary responsibility for teaching and secondary responsibility for academic unit participation" (Northwestern)

### **Collegiate Assistant Professor**

See [Collegiate Professor](#). (U. Md.)

### **Collegiate Associate Professor**

See [Collegiate Professor](#). (U. Md.)

### **Collegiate Appointment**

A named chair, professorships, or faculty fellowships established at the college (as opposed to university) level for recognition of members either anywhere in the college or in a set of related disciplines. (U. Ill.)

### **Collegiate Faculty (generally)**

Nontenurable faculty engaged primarily in instruction rather than research who are nonetheless awarded professorial titles to facilitate recruitment and retention. See, e.g., Collegiate Professor. (U. Md.) At Virginia Tech, a faculty member associated with a department, as opposed, for example, to Library Faculty and Extension Faculty, who have no departmental affiliation. (Va. Tech.)

### **Collegiate Fellow**



A title with so many varied meanings as to render it virtually meaningless without further clarification. At Capital University it designates a student who is the recipient of a particular competitive scholarship. At some universities, it designates not an officer of instruction but a faculty member who resides with and mentors students (i.e., a fellow of a residential college). (Capital U.)

At the University of Iowa, it is a highly distinguished designation conferred on at most five faculty members per year for five-year renewable terms in recognition of records of sustained productivity and distinction. The awards are based on exceptional teaching, scholarly and creative work, and leadership in service to the University. Normally faculty are eligible to be nominated after eight or more years of service at the rank of professor, though a truly exceptional candidate may be nominated earlier. (U. of Iowa)

### **Collegiate Instructor**

See [Collegiate Professor](#). (U. Md.)

### **Collegiate Professor**

The highest rank of Collegiate Faculty, which also includes the ranks of Collegiate Instructor, Collegiate Assistant Professor and Collegiate Associate Professor. (U. Md.)

### **Community College Professor**

The tenured rank for community college faculty in the Nevada Universities and Colleges System. (U. Nev.) Cf. Instructor.

### **Community Teaching Fellow**

Appointees are employed to participate in community-based teaching fellow programs involving initiatives designed to improve and enrich instruction and curricula and to perform other duties as assigned in the public schools." (U. Cal. Berkeley)

### **Concurrent Appointment**

1. A [Joint](#) Appointment. "A concurrent faculty appointment is appropriate for staff or faculty who hold full-time positions elsewhere in the University. Appointment to a concurrent position requires the recommendation of both the appointing department and the department in which the faculty member holds a full-time position" (Notre Dame)
2. An academic appointment given to a profession who employed concurrently outside the institution. "A concurrent appointment is an appointment granted to individuals qualified to provide professional service in a field recognized for academic rank by the College ... Academic rank shall be assigned by the President when the appointee has not established rank by virtue of previously ranked service at the College." (Northampton C.C.)

### **Conductor in Residence**

An adjunct rank for faculty devoting substantial time to the direction of the institution's musical performing ensembles. (Yale) A rare title at US universities, but used, for example, at Colorado State, Oregon State and Yale.

### **Consecutive Term Appointment**

A series of term appointments of potentially indefinite length. "Consecutive term appointments are regular appointments. All consecutive term appointments are non-tenure track. Full-time faculty who hold a regular faculty title of assistant professor or above and who are ineligible for tenure shall be eligible for renewable consecutive term appointments with no restriction placed on the number of terms that may be served." (U. Okla.)

### **Constituent Faculty**

One of the faculties that make up the General Faculty of an institution. "A constituent faculty consists of those faculty members who comprise one of the divisions (Literature, Linguistics, Writing). The English Faculty and the Graduate Faculty are also constituent faculties." (U. N. Tex.)

### **Consulting (generally)**

1. A prefix denoting that the incumbent has principal employment or involvement elsewhere but otherwise possesses the qualification for an academic appointment. "Individuals holding these titles are qualified for the various ranks, but their primary professional involvement is in business, industry, or government (e.g. Geological Survey), and their primary involvement continues during the Stanford appointment. Occasionally, these ranks are used for individuals who are self-employed or retired. Individuals holding consulting appointments may give a single course each quarter, or they may give a series of lectures within a course developed by a member of the faculty. They may teach graduate seminars and direct graduate research, though they may not be principal advisors on masters or doctoral theses." (Stanford) Sample usage: "Consulting Associate Professor." Compensation is normally by honorarium, though occasionally it may be through salary. Generally used for persons appointed to the faculty whose primary allegiance and responsibilities are not directed to the University -- e.g., part-time persons who receive little or no remuneration for consulting, teaching, participating in clinical rounds, and assistance in research projects. (Duke)

2. "Adjunct faculty of exceptional distinction are designated by the term 'Consulting'." (LSU)

### **Consulting Associate**

The lowest rank of Consulting Faculty at Duke Medical School, the equivalent of Consulting Instructor. (Duke)

### **Contingency Contract**

A contract whose renewal depends on the incumbent's obtaining a specific academic degree. Most commonly used for faculty who begin their appointments prior to completion of the formal requirements for a Ph.D. "Appointments to the faculty of the University of Delaware are made on the expectation that the candidate has completed a terminal degree. In the case of appointment at the rank of Assistant Professor, a contingent contract may be written permitting initial appointment at the rank of Lecturer if it states clearly that all requirements for the terminal degree will be fulfilled prior to reappointment at the rank of Assistant Professor." (U. Del.)

## **Continuing Appointment**

A "continuing appointment" means that the person shall have an expectation that the president will renew his or her appointment as an academic professional for successive appointment periods, except when such a recommendation is precluded by reason of retirement, resignation, release for budgetary reasons or reorganization, or dismissal for just cause. (Ariz. State U.) "A continuing appointment shall be an appointment to a position of academic rank which shall not be affected by changes in such rank and shall continue until resignation, retirement, or termination." (SUNY Albany) "A continuing-appointment position is one for which it is expected the College will have a continuing need and to which it is possible for an individual to be reappointed for as long as the need exists and performance warrants. The large majority of regular positions in the Department of Physical Education are continuing-appointment positions." (Hamilton Coll.) Cf. Continuous Appointment.

## **Continuing Education Specialist**

A title series "for those appointees in University Extension who, as professional adult educators, teachers, program planners, or producers of mass media programs, represent the University in serving the public." (U. Cal.)

## **Continuing Lecturer**

A synonym of Continuous Lecturer.

## **Continuous Appointment**

"Continuous appointments are regular appointments that begin at a specified date but have no specified date of termination." (U Mo. Rolla) A continuous appointment is one which will not be terminated by the except for adequate cause or by retirement. (Emory) Cf. Continuing Appointment, Limited Appointment.

## **Continuous Contract**

Not necessarily a contract for a Continuous Appointment. "Continuous contract rights at Concordia University are given to ranked faculty members who have attained tenure." (Concordia U.)

## **Continuous Lecturer**

A nontenured lecturer employed for a course or courses on an ongoing basis. The classification implies that the employing department intends to retain the lecturer continuously from year to year. (Purdue) Also called Continuing Lecturer. Cf. Limited-Term Lecturer.

### **Continuous Tenure (generally)**

One of a number of terms synonymous with Tenure. "A faculty member granted tenure has a right to be reemployed for succeeding academic years until he or she resigns, retires, is discharged for cause, or is terminated or laid off as a result of a bona fide reduction in force for formal discontinuance of a program or department of instruction." (Lewis & Clark Coll.) Also Permanent Tenure.

### **Contract Faculty**

Faculty on Term Appointments; Limited-Term Faculty. "Contract Faculty are hired for a specific term, are paid on an annual contract, and are considered 'salaried' employees. Contract faculty hold academic rank or title within an academic department or program whose primary function is that of instruction, and depending on the percent of time worked, are eligible for benefits." (Weber State)

### **Contributed Service Faculty**

Another name for Volunteer Faculty. "Contributed-Service Faculty are faculty in the Schools of Dentistry, Medicine, Nursing, Pharmacy and Allied Health Professions, who instruct on a part-time basis in the professional programs without compensation from the University, other than approved expense reimbursement." (Creighton U.)

### **Convertible Lecturer**

A title, apparently in use only at institutions in Indiana, "awarded when a tenure-track faculty position has been authorized and advertised, but the person selected lacks the full array of credentials (e.g., the terminal degree) normally held by a tenure-probationary faculty member within the academic unit. When the appointee has obtained all of those credentials, the appointment will be converted to the tenure-track position originally authorized. The initial letter of appointment must specify the specific conditions of the conversion." (Indiana U. S.E.) Cf. [Lecturer Convertible](#).

### **Cooperating (generally)**

1. A cooperating faculty member is one who holds a professional appointment at the same institution in a cooperating office or agency or at another campus of the University system. The ranges of titles includes Cooperating Professor, Cooperating Assistant Professor and Cooperating Associate Professor, all of which are [courtesy](#) titles. (U. of Me.)
2. "Cooperating staff positions are positions created for persons who direct or coordinate programs with which [the institution] is affiliated. These positions exist for the purpose of coordinating these programs with the college program. Appointments to these positions are extended to persons by virtue of their positions in the affiliated programs. Persons who hold these positions are not members of the teaching faculty." (Calvin Coll.)

### **Cooperating Assistant Professor**

See [Cooperating](#). (U. of Me.)

**Cooperating Associate Professor**

See [Cooperating](#). (U. of Me.)

**Cooperating Professor**

See [Cooperating](#). (U. of Me.)

**Cooperating Teacher**

"The title of Cooperating Teacher is used for off-campus public school teachers who supervise teachers in the teacher training program." (LSU) "A regular classroom teacher in a public school/agency assigned to the daily supervision of the teacher intern during a semester." (U. Ala.) "Teachers who agree to work with, assist, and share certain of their instructional duties with student teachers and some interns. Cooperating teachers assist in supervision and evaluation of student teachers but the main responsibility for these two tasks rests with University personnel." (U. N.H.)

**Cooperative Assistant Professor**

A title apparently unique to the University of Missouri. See [Cooperative Faculty](#). (U. Mo.)

**Cooperative Associate Professor**

A title apparently used only the University of Maine and the University of Missouri. See [Cooperative Faculty](#). (U. Mo.)

**Cooperative Extension Advisor**

"The Cooperative Extension Advisor is used for appointees who are county-based and who have county-level responsibilities." (U. Cal.)

**Cooperative Extension Educator**

A position reflecting an appointment arrangement between Cooperative Extension Service (CES) of the U.S. Department of Agriculture and the Cooperative Extension organization of a Land Grant College or University. The appointment is to a regular recurring position with at least a 50% extension-related assignment under Cooperative Extension and have responsibility for being an agent (representative) of the Federal system. Cooperative Extension Educators must exhibit leadership ability and are recognized for their contributions to the Cooperative Extension System and its clientele. (Wright State) The title is at the top end of a range that includes Assistant Cooperative Extension Educator and Associate Cooperative Extension Educator.

**Cooperative Extension Specialist**

A Cooperative Extension Series that also includes Assistant Cooperative Extension Specialist and Associate Cooperative Extension Specialist. "The Cooperative Extension Specialist title is used for appointees who are campus-based and who have statewide responsibilities." (U. Cal.) Cf. Cooperative Extension Advisor.

**Cooperative Faculty**

1. Faculty who are generally employed elsewhere but lend their time and talents to an academic institution, especially in Cooperative Extension programs, similar in concept to Adjunct faculty but implying a connection between the institution and the faculty member's employer, hence the word "cooperative." Occasionally "Cooperative" is used as a rank prefix, as in Cooperative Professor.
2. Occasionally, Cooperative carries the significance of [Courtesy](#). (U. Cal. Riverside)

### **Cooperative Instructor**

A rare title, in use at only a few institutions. See [Cooperative Faculty](#). (U. Mo.)

### **Cooperative Professor**

A rare [Cooperative Faculty](#) title, used primarily at the University of Maine and the University of Missouri. (U. Me, U. Mo.)

### **Core Faculty**

[Regular Faculty](#). (Utah St. U.)

### **Corps of Instruction**

A term used principally in the Universities of Georgia System to distinguish faculty-like positions from administrative ones. "Full-time professors, associate professors, assistant professors, instructors, lecturers, and teaching personnel with such other titles as may be approved by the Board, shall be the Corps of Instruction. Full-time research and extension personnel and duly certified librarians will be included in the Corps of Instruction on the basis of comparable training." The *corps de ballet* of a university, as it were.

### **Coterminous Appointment**

A faculty appointment in any rank or track while the incumbent holds simultaneously an appointment at another affiliated institution. "A coterminous appointment normally ends automatically upon termination of the other institutional appointment, without any notice, grievance rights, or similar provisions." (Yale)

### **Counseling Faculty**

The corps of faculty engaged in counseling activities. "Counselors and educators who specialize in students' personal and academic growth and development. Counselors help students to integrate educational and career-life goals by improving student ability at problem-solving, decision-making, interpersonal skills, self-management, and self-expression. In addition, counselors assist students to remove barriers that impede academic progress; facilitate such activities and examining personal, educational, and social values; establishing and working towards realistic career goals; and identify appropriate resources to meet individual needs." (U. Hawaii Community Colleges) "Persons who are employed in the student services units of the community colleges of the University and Community College System of Nevada and who provide professional counseling services closely and directly supportive of teaching and student development." (U. of Nev. System)

### **Counselor**

"A counselor is a faculty member trained in counseling to work with students individually and in groups. Counselors assist students with educational-occupational and personal-social decision making skills. Counselors also work with faculty and staff as consultants and trainers." (St. Louis C.C.) A psychological counselor who holds academic rank in the University Counseling Center. (Ga. State)

### **County Extension Agent**

An [Extension](#) faculty rank whose responsibilities include the development of long-range educational programs in the area of responsibility of the Florida Cooperative Extension Service in concert with the county in which the [Agent](#) is employed. (U. Fl.) Also "County Agent."

### **Courtesy (generally)**

1. A courtesy appointment is a non-voting, unpaid designation given to a faculty member in one department (the "home" department) who has substantial interaction with another department (the "courtesy" department justifying the status of a faculty member there. Courtesy appointees may teach courses and supervise graduate students in the courtesy department. A title "for those who serve a particular academic unit without remuneration but are otherwise employed by the University." (U. of Kansas) "Faculty members appointed in a department of the University who engage in interdepartmental or interdisciplinary activities may be offered a courtesy title in another department. These faculty members support and contribute in a specified manner to the teaching, research, extension, or service programs of the host department." (U. Tenn.) See also "[by Courtesy](#)." See [Gratis Title](#).
2. "An academic appointment granted to a person who has been requested by the faculty to participate in the academic or research program of the college or University because of his unique qualifications and capabilities. A courtesy appointment is a non-tenure appointment and involves no remuneration." (U. N.D.) Sometimes Professional Courtesy Appointment (Ohio U.)

### **Critic (generally)**

A title usually granted in Schools of Art and Schools of Architecture to "outstanding scholars and other distinguished individuals who may or may not hold any rank from another academic institution. Faculty members appointed within these ranks are responsible for teaching and may be responsible for other duties, such as participation in faculty meetings, juries, School committees, and student advising." (Yale) [U.S.C.] See also [Design Critic](#), Senior Critic.

### **Cross Appointment**

A Canadian term, used only occasionally in the US as a synonym of Joint Appointment or as a term to distinguish certain appointments from Joint Appointments. "Cross appointments designate faculty appointments to more than one department, school, or institution with financial support for the position from only one unit. Cross appointments may be at different ranks reflecting different levels of competency and scholarly achievements in different fields ... A cross appointment should indicate active and meaningful participation by a faculty member in more than one department, school, or



institution." At the same institution Joint Appointment means one in which financial support is shared. (U. Texas San Antonio)

### **CSL**

A parenthetical suffix meaning that the incumbent holds a Casual Appointment, e.g. Assistant professor (CSL). (SUNY Potsdam)

### **Curator (generally)**

A faculty member actively engaged in the affairs of a museum. (U. Cal.) "Collections ... are seen as an integral part of the academic mission of specific units on the campus. Collections function in educational, research, and service roles at the University. They provide materials considered integral to teaching and research. Curators convey a knowledge of specific collections which is essential to the processes by which these materials can be used. Curators sustain an active interest in developments in their respective professional roles. They participate in appropriate professional meetings and serve on University and professional associations." (U. Mich.) "Curator" is a concrete title at the high end of the Series, which also includes Assistant Curator and Associate Curator. (U. Ark.)

### **Curators Professor**

The highest Honorific rank in the University of Missouri System, and apparently used nowhere else. The term is unrelated to museum curatorship, but derives from the fact that the Missouri governing body is not a Board of Regents or Trustees, but a Board of Curators. Thus the title is analogous to Regents Professor.

### **De Facto Tenure**

Tenure acquired not through normal selection and evaluation procedures but by virtue of having held a Tenure Track position for a certain number of years. At most institutions, a third appointment as Assistant Professor, a second appointment as Associate Professor or any Tenure Track appointment that extends past a seventh year automatically confers Tenure. The rationale for de facto tenure is to prevent institutions from continuing to employ faculty in the Tenure Track without granting them tenure but at the same time effectively preventing them from earning Tenure elsewhere because it will be presumed that an incumbent employed for so long without Tenure is not worthy of it. "A faculty member who provided more than seven years of full-time service in faculty rank on a temporary or probationary appointment must be awarded tenure by the President. A faculty member who contends that he or she has served in an academic rank for more than seven years may appeal through the normal administrative chain for consideration of the claim. However, tenure gained this way must be forfeited if it is established that the faculty member's not being recommended for tenure consideration was a deliberate attempt on the part of the faculty member and/or the department head to avoid the formal tenure process in order to acquire de facto tenure." (Auburn) "Tenure ... is acquired de facto in the seventh year of a faculty member's full-time service in the tenure-accumulating ranks, unless the faculty member receives notice during the sixth year that the seventh year of employment will be "terminal." Tenure de facto is automatic. It is conferred without a tenure review solely by reason of the faculty member's appointment." (Northwestern)

### **De Jure Faculty**

Administrators who by virtue of their high position, such as President and Provost, are granted faculty status regardless of academic qualifications, usually at the rank of Professor. (Our Lady of Holy Cross Coll.)

### **Defined Term Appointment**

"A defined term appointment shall be for a period of not more than five (5) years and normally not less than one (1) year; such an appointment carries no expectation of renewal beyond the term specified, but may be renewed ... Defined term appointments shall be used only for full-time coaches and athletic trainers." (E. Ct. St. U.)

### **Definite Tenure**

The characteristic of a Term Appointment, namely that it is an appointment [Without Tenure](#) for a specific period of years. Cf. Indefinite Tenure, which is definitely Tenure.

### **Demonstration Teacher**

In the University of California System, a "teacher of broad and exceptional success who is employed in University Elementary Laboratory Schools or in cooperating schools to demonstrate good teaching procedures and practices to the University student observers. (U. Cal.)

### **Demonstrator**

An old British title for a teacher of practical subjects, now employed in the US primarily at North Carolina State University, where it is a General Faculty position with laboratory responsibilities, and in the University of California System, where it is a medical school position. (N.C. State, U. Cal.)

### **Deputy University Librarian**

An administrative [Librarian](#) position carrying faculty rank at most institutions. (Princeton)

### **Design Critic**

A nontenured position in departments of Design and Architecture. "The position of design critic is intended for individuals pursuing careers in professional practice or art who are appointed to provide studio instruction. The position is reserved for individuals who have proven their competence in their areas of specialty. An individual holding this position is an officer of the university and a non-voting member of the faculty." (Harvard) See also Critic.

### **Designated Professorship**

An academic appointment governed by conditions particular to that position, the most common example being an [Endowed](#) appointment, in which case the terms of the endowment, which may be at odds with normal institutional policies, govern. (LSU)

### **Developmental Educator (generally)**

A faculty members who possesses specialized skills in selected academic areas, but who would not otherwise qualify for promotion or tenure. "Developmental personnel, who teach subjects such as writing, reading, mathematics and study skills, are critical to

the teaching and learning process of the college. Faculty with this status may receive up to six one-year term appointments and in the seventh year may, after evaluation and approval of the president, the dean of faculty and the applicable division chairperson, be given a two or three-year, renewable, non-tenure notice contract." (Southwestern College KS)

### **Developmental Professorship**

Essentially a fellowship that permits young faculty a reduced teaching load to engage in research. "Available to junior faculty members, a developmental professorship provides support for the teaching and scholarly activities of the recipients." (Col. School of Mines)

### **Diplomat-in-Residence**

"This title is reserved for specially qualified individuals who participate in instruction and research in the Department of Government and Foreign Affairs." (U. Va.)

### **Distinguished Adjunct Professor**

An adjunct faculty member with an Honorific indicating distinguished service in the candidate's professional field or outstanding teaching performance. (American U.)

### **Distinguished Agent**

"Agents awarded the rank of Distinguished Agent must have excelled in all areas for which they have been given responsibility. They must demonstrate a record of outstanding accomplishments in program planning, delivery and evaluation, spanning a number of years. They must be recognized for their service to and leadership within their professional peer groups, the Extension Service, and the communities within which they have lived and worked." (U. Ark.) See County Extension Agent.

### **Distinguished Artist**

A nontenured position used more frequently for musicians than for artists. An instructional title "that may be conferred on a senior lecturer or senior artist who has demonstrated exceptional instructional accomplishment and recognition." (U. Wash.) Sometimes seen in the form Distinguished Artist Professor. (Bowling Green)

### **Distinguished Artist in Residence**

A title generally reserved for highly accomplished musical professionals, often soloists in renowned bands or orchestras. (Centre College KY)

### **Distinguished Career Professor**

A non-tenured [Special Faculty](#) position conferred on those who have made notable advances in their field of research or have otherwise had careers of exceptional note. (Carnegie Mellon) See also [Distinguished Professor](#).

### **Distinguished Curator**

The title now used at the University of Florida in place of Distinguished Research Curator, now obsolete. (U. FL.)

### **Distinguished Endowed Chair**

"A distinguished endowed chair signals the highest honor CSM can bestow upon a faculty member. Funding from the endowment, in combination with funds from other sources, will be used to support the chair holder's compensation package and supply discretionary funds to support the teaching and scholarly activities of the chair." (Col. School of Mines)

### **Distinguished Extension Specialist**

"The Distinguished Extension Specialist is the highest rank a specialist can attain ... Through their service to the people of Arkansas, the University and their profession, specialists who attain the distinguished rank must occupy positions of preeminence both within the state and at the national level." (U. Ark.)

### **Distinguished Faculty Associate**

See [Faculty Associate](#). (U. Wisc.)

### **Distinguished Faculty Fellow**

An untenured research faculty position equivalent to Professor. (Rice)

### **Distinguished Lecturer**

1. "Appointment as Distinguished Lecturer ... may be offered to persons with unique qualifications, not necessarily meeting the requirements for appointment to professorial ranks, who are needed on a part-time basis for specific academic programs."

(Fordham) See [Lecturer](#). (U. Wisc.)

2. At the U. of South Carolina, "the term 'Distinguished Lecturer' may be used only on rare occasions and must have prior approval, through academic channels, of the President."

### **Distinguished Librarian**

"Distinguished Librarian IV is an honorary rank awarded an outstanding tenured Librarian IV during the final five years of service before retirement. The Librarian IV so designated is to have had 25 years of library experience, of which 15 or more will normally have been at the College of Charleston ... Upon retirement the title Distinguished Librarian shall change to Distinguished Librarian Emeritus." (Coll. of Charleston)

### **Distinguished Presidential Professor**

An exalted title so rare as to be virtually non-existent, there appearing to be no more than five such incumbents in the US. (Colby Coll., Emory, Mich. Tech., Wilberforce Univ.)

### **Distinguished Professor**

1. The title "distinguished professor" is bestowed on members of the faculty who have distinguished themselves as exemplary teachers, scholars, and public servants, and who are individuals having extraordinary international importance and recognition. Administrative policy sets forth criteria and guidelines for University-wide review of recommendations for distinguished professorships submitted by the campuses. (U. Colorado at Boulder) "An appointment recognizing international accomplishments and

richly deserved prestige and honor." (Univ. of Ala. Huntsville) "Distinguished Professor is a status beyond professor which recognizes extraordinary accomplishment." (S.W. Mo. St.) The award of this title may be granted to tenured faculty holding the rank of professor or its equivalent to recognize a distinguished and exceptional record of achievement beyond the level of professor that is recognized both nationally and internationally. An exceptional record of achievement is one that places the candidate at the top of the discipline in research, with distinction in the areas of teaching and service as also defined in that rule. (U. Fl.)

2. "The title is equal to University Distinguished Professor and reflects both the distinction of the scholar and the contribution in his or her professional area in the University. Appointment as Distinguished Professor requires a majority recommendation by the tenured and tenure-track faculty of the sponsoring department and school (or, in the School of Medicine, the Executive Faculty) and the Dean of the sponsoring school." (Vanderbilt)

3. A title awarded to members of the University faculty in their final year of service at the University of South Carolina who have earned the rank of tenured full professor.

See also [Distinguished Career Professor](#).

### **Distinguished Professor-at-Large**

An Honorific roughly equivalent to Distinguished University Professor used at a very small number of US institutions, including the Mount Sinai School of Medicine and Wheaton College. "The title of Distinguished Professor-at-Large is a designation given to a limited number of clearly superior faculty members of unusually broad interests and abilities who have attained the rank of Professor. They are normally assigned teaching responsibilities in several different departments, in interdisciplinary studies, and in research roles." (Hope Coll.) See also University Distinguished Professor-at-Large.

### **Distinguished Professor in Residence**

An Honorific granted to a member of the Residence Faculty. (U. of Ariz.)

### **Distinguished Professor of Research**

1. An Honorific used at a small number of institutions. (Central Wash. U., Rensselaer, U. St. Thomas, Wright State U.)

2. An annual award for excellence in research at the University of Central Florida. (Univ. Central Fla.)

### **Distinguished Research Curator**

The rank of Distinguished Research Curator was used at the University of Florida to recognize outstanding accomplishments in research, service, and, where applicable, teaching, in either the Florida Museum of Natural History or the University Libraries. It is no longer awarded. "Those selected should have truly distinguished themselves in teaching and/or service while at the University of Florida ... they should have gained a reputation on this campus among undergraduate, professional and/or graduate students and among the alumni for being a superior and highly influential teacher ... their undergraduate and graduate programs have turned out leaders in their field: their service on regular University and ad hoc University committees has resulted in truly

beneficial contributions to the university: their service to the state and nation has brought distinction, honor and fame to the university." (U. Fl.)

### **Distinguished Research Professor**

"The title of Distinguished Research Professor will be awarded to those individuals who are academicians recognized for creative and original contributions to knowledge and whose work promises to continue to foster significant new creativity in the theoretical or applied sectors of the discipline, affirmable by recognition as national and/or international leaders in that discipline." (U. Ga.) "Distinguished Research Professor is a member of the faculty who has produced a significant body of work in scholarship, research, or the creative arts which brings distinction to the university and national or international recognition to the faculty member." (Wright State) The purpose of this position at the University of North Texas is "to provide recognition and salary support for outstanding faculty who obtain substantial external research funds." (U. N. Tex.)

### **Distinguished Researcher**

"A Distinguished Researcher performs at a level of proficiency typically requiring extensive experience and advanced knowledge and skills. The expertise of an academic staff member at this level is commonly recognized by his or her peers and through a reputation that extends beyond his or her work unit." (U. Wisc.)

### **Distinguished Scientist**

Appointments as Distinguished Scientists are awarded to faculty who have "helped significantly to raise the research profile of" the University of Tennessee at Knoxville. (U. Tenn. Knoxville)

### **Distinguished Scholar**

Honorific for a nontenured senior appointment. (Okla. St.) Often an annual award, sometimes carrying a cash bonus, rather than a title.

### **Distinguished Service Assistant Professor**

Normally the lowest rank of the Distinguished Service Faculty. (Stevens Tech.)

### **Distinguished Service Faculty**

1. Generally an Honorific designation for faculty who have rendered exception service to their institution. "Designation as a Distinguished Service Professor recognizes distinctive contributions and outstanding service to the University community in support of its multi-faceted teaching/research/service mission, as well as performance excellence in the faculty member's department or school, and national stature in his or her discipline or field." (U. Pitt.) See also Distinguished Service Professor.
2. At some institutions, a designation for "individuals of significant achievement, but not possessing the usual academic credentials, in the arts and sciences, or the professions for which the university prepares undergraduate and graduate students." (U. of St. Thomas)

### **Distinguished Service Professor**

An Honorific attached to the title of Professor stressing the incumbent's contribution through service to the institution more so than through outstanding research. Also, a particular title in the Distinguished Service Faculty. Some institutions, notably SUNY Stony Brook, do not regard the title as Honorific but consider a higher rank than Professor, though this is a minority view. See, e.g., Distinguished Service Assistant Professor. Cf. Distinguished Professor. "Designation as a Distinguished Service Professor recognizes distinctive contributions and outstanding service to the University community in support of its multi-faceted teaching/research/service mission, as well as performance excellence in the faculty member's department or school, and national stature in his or her discipline or field." (U. of Pittsburgh) A "Distinguished Service Professor is a member of the faculty who has provided that extra measure of service to the university and/or to the greater community served by the university by academic or administrative leadership, planning, innovation, development, or governance." (Wright State) "The Distinguished Service Professorship is a rank above full professor. It is expected that a person appointed to the rank shall be accorded such support as is appropriate to his or her endeavors consistent with the resources of the campus. Like other distinguished ranks, the Distinguished Service Professor carries with it extraordinary responsibility. Those appointed are expected to function as role models and devote appropriate service to University-wide activities, both ceremonial and professional, on campuses other than their own when requested to do so by the chancellor." (SUNY Stony Brook)

### **Distinguished Senior Research Scientist**

The highest rank in the Primary Research Scientist Track at the University of Michigan, attained by award only. (U. Mich.)

### **Distinguished Teaching Professor**

1. A "member of the faculty who has consistently demonstrated outstanding skill as a teacher and advisor, as evidenced by student and peer evaluations, course development and improvement, textbooks written or other publications relating to teaching, or leadership." (Wright State) "The title of Distinguished Teaching Professor shall be conferred upon select members of the faculty already holding the rank of Professor whose extraordinary achievements as effective teachers in their discipline or in interdisciplinary fields deserve special recognition." (Bowling Green) "Members of the U. T. Austin Academy of Distinguished Teachers or a similar approved academy may use the honorific title Distinguished Teaching Professor to recognize faculty members who have made significant contributions to education." (U. Texas Austin)
2. A "rank above that of full professor, [that] only can be conferred by the State University of New York Board of Trustees. It is expected that individuals appointed to this rank will be accorded such support as is appropriate to his or her endeavors consistent with the resources of the campus." (SUNY Potsdam)

### **Distinguished Teaching Scholar**

A Chair established at Kansas State University in 1994 "to reward and encourage excellence in undergraduate teaching." (Kansas St. U.) Sometimes University Distinguished Teaching Scholar.



### **Distinguished Trustee Professor**

An Honorific conferred by only a handful of US institutions, including Indiana State, Ohio State and the University of Pennsylvania,

### **Distinguished University Professor**

An Honorific indistinguishable from University Distinguished Professor. "The title, Distinguished University Professor, will be conferred by the President upon a limited number of members of the faculty of the University of Maryland at College Park in recognition of distinguished achievement in teaching; research or creative activities; and service to the University, the profession and the community. College Park faculty who, at the time of approval of this title, carry the title of Distinguished Professor, will be permitted to retain their present title or to change to the title of Distinguished University Professor. Designation as Distinguished University Professor shall include an annual allocation of funds to support his or her professional activities, to be expended in accordance with applicable University policies." (U. Md.)

### **Distinguished University Scholar**

At the University of Louisville, an Honorific for senior faculty. "A candidate for Distinguished University Scholar, in addition to having credentials equivalent to that of a University Scholar, will have wide recognition by peers for creative contribution to their field. This will be evidenced by wide-spread citation of published works, invitations to present papers at major universities and before national and international meetings, service on extramural peer-review panels, editorial boards, election to office or other service in professional societies, or having received professional honors. A Distinguished University Scholar typically would be eligible for appointment to the University at the rank of Professor." (U. Louisville)

### **Distinguished Visiting Professor**

A title much more easily conferred than Distinguished Professor, since the incumbent is only Visiting and will not retain the title on return to his Home Institution. Often used as inducement to a faculty member to spend an extended period of time at another institution. (U. Alaska) "This is a special appointment designed for academic persons of particularly outstanding service elsewhere." (W. Ky. U.)

### **Distinguished Visiting Scholar**

"Upon the recommendation of a department or school, a noted authority may be granted the honorary rank of Visiting Scholar for up to one year. The Visiting Scholar shall not have any official responsibilities but shall receive (a) an office, desk, and appertaining accouterments, (b) library privileges, (c) suitable social amenities, (d) scholarly and technical assistance when possible, and (e) the usual faculty parking privileges." (San Diego St.) "The term distinguished visiting scholar may only be used when the appropriate college dean has received approval from the Provost after submitting a request that describes the person's qualifications and contributions that warrant the title." (San Jose St. U.) North Carolina State University adopted the title 1990 for members of the national academies or organizations of similar distinction after their retirement at other institutions. (N.C. St. U.)

### **Divided Appointment**

An obsolete term for a [Joint](#) appointment. (U. Mich.)

### **Doctor of the University**

1. A foreign Honorific conferred in the US by Johns Hopkins as a Courtesy on rare occasions. "Appointments ... in the case of more senior affiliations, as Doctor of the University, may be offered to people with appropriate qualifications, with whom a department wishes to maintain scholarly contact by way of participation in colloquia, research discussions etc. No stipend or honorarium is associated with these appointments." (Johns Hopkins)
2. A foreign honorary degree, especially in Australia.

### **Doctoral Faculty**

The members of the faculty who teach in doctoral programs. Theoretically distinct from the Graduate Faculty since not all graduate work is doctoral. (CUNY) "Doctoral Faculty members in the Department are defined as those Graduate Faculty members certified by members of the Department and the Graduate School to direct doctoral dissertations." (U. Mo. Columbia)

### **Double Title**

A unitary title that combines two distinct titles, e.g. "Lecturer & Adjunct Postdoctoral Fellow."

### **Dual Appointment**

1. Generally a synonym for [Joint](#) Appointment, although variations exist. "A dual appointment is a concurrent appointment in two different schools, and/or departments. (San Jose St. U.) At Fordham, the term means appointment as both an administrator and as a Faculty Member. (Fordham) Sometimes, as at the University of Michigan, it means simultaneous appointment in more than one Track. (U. Mich.)
2. Also used, curiously, to mean an appointment in two or more departments, but in the same college. At institutions using the Dual modifier, a Joint Appointment usually refers to appointments in units of different colleges. (Med. Univ. So. Carolina)

### **Educator Faculty**

An instructional member of the University Faculty but not of the [Regular Faculty](#). This is a slightly different concept from Instructional Faculty, which usually includes Regular Faculty. "The Educator Faculty shall consist of i) Instructors and ii) those faculty with professorial titles engaged primarily in professional practice and in teaching associated with that practice, such as licensed health practitioners with terminal doctoral degrees and physicians who are in the clinical departments of the School of Medicine or nurses in the clinical programs of the School of Nursing." (U. Miami)

### **Election**

The process at the University of Virginia whereby an individual is chosen by the Board of Visitors, the University's governing body, to become a faculty member. In contrast to Appointment.

### **Emergency Appointment**

An "interim appointment of limited duration until the position incumbent returns or a search is completed for a permanent replacement. Usually such appointments are made without a search." (Minn. St. U. Mankato) "The death of an officer, a late resignation, a late request for leave, or a failed search may produce a vacancy that must be filled on short notice. Similarly, unpredicted increases in enrollment may force a department or school to appoint additional full-time faculty at the start of a term. In these situations, a department or school may ask for permission to make an 'emergency' appointment. Such an appointment is an interim one and cannot be renewed without a complete search in accordance with the unit's standard procedures." (Columbia) Sometimes Emergency Temporary Appointment. (U. N. Iowa)

### **Emerita, Emeritus**

"The word emerita or emeritus after the academic title Professor or Associate Professor shall designate a faculty member who has retired from full-time employment in the University of Maryland at College Park at the academic rank of Professor, Research Professor, Associate Professor, or Research Associate Professor after meritorious service to the University in the areas of teaching, research, or service." (U. Md.) "Upon retirement, any administrative officer or any professional member of the faculty, in accordance with normal faculty review procedures and by approval of the Board of Regents, may be allowed to retain his/her title with the description 'emeritus'." (U. Colorado at Boulder) Proper respect for Latin declension also dictates occasional use of the forms Emeriti and Emeritae. At most institutions, retiring faculty are not automatically entitled to the emeritus designation and usually enjoy fewer privileges than Emeritus Faculty. This rule is not universal: "Every tenured member of the faculty shall be designated professor emeritus at the time of retirement." (Pacific Lutheran U.)

### **Emeritus Assistant Professor**

A moderately unusual title, as most institutions only confer Emeritus status on faculty at the rank of Associate Professor and above. (U. Ark.)

### **Emeritus Faculty**

The set of living faculty members of an institution who hold emeritus status. "The titles Professor Emeritus or Associate Professor Emeritus confer lifetime academic appointments and may only be conferred upon faculty members who held the rank of professor or, respectively, associate professor during their period of active service at [the institution]. Recommendations for conferring these titles shall be based upon individual distinction and quality of contribution and service to The University." (U. Texas Austin) "Criteria for emeritus status may include, but are not limited to, length of service to the institution, significant contributions to the institution and the State of North Dakota, or particularly distinguished service to an academic discipline. There shall be no salary, rights, or responsibilities that shall accrue to the holder of emeritus status." (N.D. St. U.) Cf. Retired Faculty.

### **Emeritus in Service**

At Northwestern, the status of a member of the Emeritus Faculty who continues to teach at the institution. (Northwestern) See [in Service](#).

### **Emeritus Professor**

Normally the title for a Full Professor who is granted Emeritus status. However, at some institutions all Emeritus Faculty have the title Emeritus Professor regardless of rank at the time of retirement. "When an individual holding the rank of assistant, associate, or full professor retires, he or she will be eligible for consideration for the title 'emeritus professor'." (U. Rochester)

### **Eminent Scholar**

The criteria for appointment to the tenure-eligible rank of Eminent Scholar in the endowed chair program shall be developed by the dean of the recipient's college in consultation with faculty members. Such criteria shall include, but not be limited to, an outstanding professional reputation and outstanding contribution of scholarly activities. Eminent Scholar shall not be considered a promotional rank. (U. Fl.) The appointee is recognized as a foremost scholar in the appointee's area of expertise.

### **Engineer**

The engineering equivalent of Scientist; a non-tenured research position at the rank of Professor. The Series is {Assistant Engineer, Associate Engineer, Engineer} (State Universities of Florida).

### **Endowed (generally)**

An adjective describing a Chair or Professorship, namely that its cost of maintenance is borne by an endowment fund, theoretically rendering the position immune from budget cuts or altered priorities. Sometimes Chaired. "Endowed positions may not be held after retirement. However, units may recommend, through regular reporting channels to the Provost, that individuals be awarded the honorific title of 'Name of Appointment Emeritus,' for example 'Mary L. Francis Chair in Computer Science Emeritus'." (U. Ill.)

### **Endowed Chair**

1. A Chair whose expenses, including the salary of the incumbent, are paid out of designated funds, often obtained through charitable donation. Some institutions draw a distinction between an Endowed Chair and Endowed Professorship. (Citadel) "An endowed chair or professorship is a faculty position, with or without staff or administrative assistance, supported by income from an endowed fund established as a gift or gifts from private sources. The university may create endowed chairs or professorships to recognize the interests and contributions of benefactors and/or to honor particularly distinguished members of the faculty." (Cal. St. Fresno) The amount of funding required to establish an endowed chair varies widely by institution and by discipline. The University of West Virginia is satisfied with \$1 million; the University of South Florida requires \$4 million. Endowed chairs are extremely old. The first, in Divinity, was reportedly donated to Oxford University in 1497 by Lady Margaret, the mother of Henry VII. The earliest US endowed chair was established at Harvard in 1721, also in Divinity.

2. An academic title denoting the incumbent of a Chair that is Endowed. "The title of Endowed Chair or Distinguished Professor shall be accorded to a distinguished scholar whose position is supported in whole or in part by endowment funds. These academic faculty may be ranked or titled, depending upon their teaching responsibilities and

qualifications." (Wartburg Coll.) "Designation as an Endowed Chair recognizes eminence in a field of study that reflects outstanding contributions to a discipline. National and, where appropriate, international recognition in a field is expected." (U. Pitt.)

### **Endowed Faculty Scholar**

"Endowed Faculty Scholar means a position in an academic unit at the University of South Florida that is funded at a level of at least \$150,000 and held by a ranked faculty member." (U. So. Fl.)

### **Endowed Professor**

The holder of an Endowed Chair. A slight abuse of terminology, since it is not the professor who is endowed, but the Professorship. "The title of 'Endowed Chair' or 'Endowed Professor' may be given to a distinguished scholar whose position is supported by endowment funds." (Nicholls St. U.)

### **Endowed Professorship**

Often a synonym for Endowed Chair, but at some institutions an Endowed Professorship is one that is not fully supported by endowment funds and is therefore distinct from an Endowed Chair. (Seattle Pacific U.)

### **Erroneous Term Appointment**

An appointment that inadvertently extends past the time at which tenure would be conferred automatically. "Since the granting of tenure should be a deliberate act after considered evaluation of the appointee's past performance and potential performance in the long-range future, a good faith term appointment beyond the maximum permissible period on term appointments ... shall not confer tenure by default nor be considered a terminal appointment. Immediately upon the discovery of such an error the appointee or administrative officer shall notify the appointing authority and request that a determination be made as to the proper appointment." (U. Mo. Rolla)

### **Ex-Officio**

Denoting that the Incumbent is a faculty member by virtue of the office held, rather than by earned distinction. For example, at most institutions college deans are members of the faculty ex-officio even if they do not hold separate academic appointments. (Texas Tech.) It is common for administrative officers, including Registrars, to hold Ex-Officio faculty rank. (Clayton)

### **Exceptional Appointment**

An appointment whose incumbent does not fulfill the formal requirements of the position or one for which required procedures, such as a formal search, are not carried out. "In the case of faculty without the earned doctorate or appropriate terminal degree, educational requirements may be met by equivalencies appropriate to the discipline; however, appointment at or promotion to a rank above that for which individuals are educationally qualified should be limited to exceptional circumstances. 'Equivalency' or 'exceptional' appointments or promotions should be carefully deliberated by appropriate reviewing bodies at the department, college and institutional levels." (N. Ill. U.)

## **Exchange**

A prefix denoting one of a pair of faculty members who are temporarily but simultaneously serving at each other's institution. Example of use: Exchange Associate Professor." (Glassboro St. Coll.) "The President is authorized to negotiate exchange professorship agreements with other accredited institutions for the purpose of enhancing mutual staff/faculty professional development." (U. Guam) See also Visiting Exchange Professor.

## **Executive Faculty**

1. Generally members of the Administrative Faculty who participate in institutional policy-making. "The Executive Faculty, with the Dean as Chairperson, will: review all major policy and administrative issues proposed for the School of Medicine before presentation to the Board of Trustees; receive and act upon reports from the Faculty and Student Councils; appoint members to the Faculty Appointments and Promotions Committee; and review and either approve or disapprove all recommendations of the Appointments and Promotions Committee ... The Executive Faculty will be composed of the Dean, thirteen Department Chairpersons and Center Directors and twelve non-chairperson faculty." (Mt. Sinai Sch. Med.) "Executive faculty, which consists of the Chancellor, the Secretary of the Board of Regents, the Vice-Chancellors and the General Counsel of the University and Community College System of Nevada and the Presidents and Vice-Presidents of the member institutions of the University and Community College System of Nevada." (U. of Nev. System)
2. At some institutions, the [Regular Faculty](#). (Saybrook)
3. At Georgetown University, a representative body equivalent to a faculty senate. (Georgetown)

## **Executive Fellow**

"Individuals who have outstanding careers ... and who have the ability to make valuable contributions in an academic environment, are eligible to serve as executive fellows in a research unit ... Candidates should have leadership and executive experience in private business enterprises, non-profit organizations, or in government agencies." (Harvard)

## **Executive in Residence**

An executive from the private sector who has been hired to teach on a year to year basis. (U. Ark.) "The title Executive-In-Residence shall apply to faculty who have significant business experience, but do not qualify for professorial rank. This shall not be a tenure-track position." (Rollins Coll.)

## **Extended-Term Appointment**

"Academic professionals who have successfully completed probationary terms (usually six years) may receive six-year appointments called extended-term appointments. The term also applies to certain librarians and archivists who hold faculty status. These employees are eligible for extended-term appointments after five-year probationary periods. Extended terms for these employees are five years in length. Academic professionals, librarians, and archivists who are in the probationary period are on the extended-term-track." (U. Wyo.)

### **Extension (generally)**

Extension education refers to educational efforts that transcend the boundaries of traditional campus programs, including outreach programs, adult education, satellite campuses and correspondence education. The Extension Series is {Extension Assistant, Extension Associate, Extension Instructor, Assistant Extension Professor, Associate Extension Professor, Extension Professor} These non-tenure track titles are used at institutions having a major outreach component. In addition to the service emphasis, extension faculty are responsible for teaching credit and non-credit courses throughout the institution. (U. Conn.)

### **Extension Agent**

"The Extension Agent's primary purpose is to provide educational programs for clientele to help them solve their own problems and improve the quality of their lives. He/she develops extension programs that address priority needs and conducts training, problem-solving research, and other educational methods throughout the assigned county(ies)." (U. Ariz.)

### **Extension Assistant**

"The title of [ Extension] Assistant may be given to an individual engaged in assisting in [extension] projects or assisting in instruction funded by either local or external sources ... An assistant does not hold faculty status." (U. Guam)

### **Extension Associate**

A holder of a doctorate who can carry out individual instruction or collaborate in group discussions at an advanced level, is trained in extension procedures, and having the experience and specialized training necessary to develop and interpret data required for success in extension projects. (U. Md.) "A faculty position occupied by a degreed or non-degreed professional who provides necessary support for the delivery of Extension programs." (U. Ark.) See also [Extension](#).

### **Extension Educator**

The primary function of this academic professional is to provide non-credit education to off-campus clientele through the institution's Cooperative Extension Service. The Series is {Assistant University Extension Educator, Associate University Extension Educator, Senior University Extension Educator}. (U. Wyo.) "Extension Educators have as their primary responsibility the assessment, development, and implementation of continuing non-formal educational programs for the people of New Hampshire. They hold appointments in one of a series of Extension Educator ranks ... parallel with the faculty ranking system. Cooperative Extension staff working on a temporary basis will be given the Extension Lecturer rank." (U. N.H.)

### **Extension Faculty**

"Faculty assigned to extension, continuing education or public service." (Wash. St. U.) Also Off-Campus Faculty.

### **Extension Instructor**

See [Extension](#). (U. Conn.)



**Extension Instructor in-Residence**

An [In-Residence](#) title at the University of Connecticut. (U. Conn.)

**Extension Professor**

See [Extension](#). (U. of Me.)

**Extension Professor in-Residence**

An [In-Residence](#) title at the University of Connecticut. (U. Conn.)

**Extension Scientist**

In the State University System of Florida, a scientist working in an [Extension](#) program, usually agricultural in nature. The highest rank in the sequence Assistant Extension Scientist, Associate Extension Scientist, Extension Scientist sequence.

**Extension Specialist**

"The Extension specialist is a member of the faculty of North Carolina State University. He/she provides educational leadership for a statewide program in a subject-matter field, consistent with the philosophy, policy and overall educational objectives of the North Carolina Cooperative Extension Service. The specialist provides training and education support materials for field faculty and staff and their clientele in assigned subject matter or issue areas. The specialist works both individually and as part of teams to plan, implement and evaluate Extension programs relating to the area of specialization. Depending on the specific assignment, a specialist may or may not hold an academic, tenure track appointment." (From *The Role of North Carolina Extension Specialists -- A study conducted by the North Carolina Association of Cooperative Extension Specialists* (1999), Stephen Lilley, Study Team Chair)

**Extern**

A full-time "faculty member who is loaned for a predetermined period of time to a participating business, industry, educational institution, or service agency. During this externship period, the faculty member must be actively engaged in 'hand-on' work experience which is typical of participating agency and is relevant to the faculty members' teaching assignments." (Houston C.C. System)

**Extra-Collegiate Instructor**

At Virginia Tech, the lowest Tenure-Track rank. (At that institution the position of Instructor is not in the Tenure Track.) "The rank of extra-collegiate instructor is the usual rank of initial appointment for library faculty on the continued appointment track, or for extra-collegiate extension or public service faculty whose positions have been designated for continued appointment track and who have not completed the terminal degree." (Va. Tech.)

**Extraordinary Faculty**

A synonym for Unranked Faculty. (Troy St. U.)

**Faculty**

1. "An academic appointee in a School, College, Division, Department, or Program of instruction and research who holds an academic instructional appointment that provides for independent responsibility for conducting approved regular University courses for campus credit." (U. Cal. San Diego) Faculty are distinguished from other academic staff who may or may not have teaching responsibilities. Properly, Faculty Member.
2. A group of people responsible for conducting the academic programs of an institution. It can be important for legal reasons to be specific in stating exactly what the faculty consists of: "The term "faculty" shall be limited to regular, full-time personnel at institutions and area vocational-technical schools whose regular assignments include instruction, research, and/or public service as a principal activity, and who hold academic rank as professor, associate professor, assistant professor or instructor at the institutions, and as senior vocational teacher, intermediate vocational teacher, vocational teacher, and instructor at the area schools." (Tenn. Tech.) At many institutions it appears to be virtually a matter of life and death to define precisely who is a member of the faculty for such purposes as voting, benefits, membership in the faculty governing body and, most important of all, allocation of parking spaces. Thus we may read without much surprise the lament of Daniel Kahneman, the Princeton professor who, upon winning the Nobel Prize in 2002, made it known publicly that he was disappointed not to have the honor that Berkeley bestows on its laureates, a reserved parking place. After this public complaint the situation was promptly remedied.

### **Faculty Assistant**

"A graduate student who holds an academic appointment, and who performs non-teaching services in an instructional program, where the services are equivalent in importance to those performed by Associate Instructors." (Ind. U.)

### **Faculty Associate**

Faculty Associates provide instruction and training to students in an academic discipline or adult education, including formal, informal or laboratory instruction, either independently or under the general supervision of a faculty member, but normally do not have responsibility for an entire course. Responsibilities include instruction associated with more than one formal lecture or laboratory course or with supplemental modules to formal courses, training of graduate assistants, programming to adult and continuing education clients and frequently includes extension and teaching associated with instructional portions of faculty appointments. Responsibilities may involve development of disciplinary teaching techniques as an accompaniment to instructional responsibilities. This title series is primarily for persons who have an undergraduate degree in the disciplinary area of instruction or persons who possess an advanced degree and hold less than a 50% appointment and/or are appointed with no expectation of renewal. (U. Wisc.) In the University of Texas System, Faculty Associates perform research and non-teaching activities. The Series also includes Assistant Faculty Associate, Associate Faculty Associate and Distinguished Faculty Associate. See also Faculty Associate Appointment.

### **Faculty Associate Appointment**

"Faculty associate appointments make provision for the appointment to the faculty of qualified practitioners in a given field for longer periods of time than term appointments

allow. These appointments shall be given only to those persons whose academic background and professional activity are not of the kind which would lead to the kind of scholarly activity which the university ordinarily requires of its faculty, and whose intended service to the university is primarily as teachers of a field in which their practical experience contributes significantly to the university academic endeavors." (Seton Hall U.)

### **Faculty Consultant**

"The title Faculty Consultant is applied only to a faculty member who ... acts occasionally as a professional consultant in connection with a research project under the auspices of the University, and in which such a member is not otherwise regularly engaged." (U. Cal.)

### **Faculty Extension Assistant**

The appointee shall be capable of assisting in extension under the direction of the head of an extension project and shall have ability and training adequate for the carrying out of the particular methodology required, the assembling of data, and the use and care of any specialized apparatus. A baccalaureate degree is the minimum requirement. (U. Md.)

### **Faculty Extension Associate**

The appointee shall be capable of carrying out individual instruction or collaborating at the advanced level and should be trained in Extension procedures group discussions, ability and training adequate for the carrying out of the particular methodology required, the assembling of data, and the use and care of any specialized apparatus. An earned doctorate is the minimum requirement. (U. Md.)

### **Faculty Fellow**

A faculty member or scholar from another institution who wishes to have a short-term affiliation for the purpose of doing research or participating in other scholarly, creative or professional activities. These individuals normally receive no compensation but may participate in campus activities that are of mutual benefit to the individual and the host institution. (American U.) "The titles Faculty Fellow and [Senior Faculty Fellow](#) designate faculty members whose primary appointments are in one department/school of the University and who are actively engaged in research funded by grants that come through other programs, e.g., the Vanderbilt Institute for Public Policy Studies, or who are teaching courses as a part of these programs. Ordinarily, the title Faculty Fellow designates non-tenured participants in such programs, while Senior [Faculty] Fellow identifies tenured participants." (Vanderbilt)

2. A Faculty Fellow is faculty member who is temporarily appointed to an administrative office, or assigned special tasks on behalf of the institution. (U. N.H.)

### **Faculty Fellow Researcher**

A postdoctoral fellow who is receiving mentored training and experience in the conduct of research. (U. Cal.)

### **Faculty-in-Residence**

"The designation Faculty-in-Residence may be given to certain specialized personnel, e.g. artist, faculty, scientist, or scholar, appointed on a part-time or full-time basis with a term contract for a term or an academic year. Such appointments carry no intention of renewal." (Capital U.) Cf. [In Residence](#).

### **Faculty Member**

A deceptively simple term that causes educated people to come to blows. Formally the definition is simple: a person who belongs to the Faculty. A "member of the academic profession (including professional librarians) who, except where otherwise specified, holds a full-time appointment with academic rank, and whose responsibilities primarily include instruction, scholarly activity, and/or public and professional service." (Tenn. Tech.) In practice, because of an explosion in titles, many of which are created ad hoc to solve particular short-term personnel problems, it is often unclear even from an institution's bylaws whether a given employee is a member of the faculty, staff, administration, or some combination thereof. The question is of importance because faculty members are eligible for membership in the faculty's representative body (usually the Faculty Senate) and possess certain benefits and voting rights. The situation is particularly murky at institutions conferring titles that appear to indicate membership in the Faculty, such as "Special Faculty," but in fact denote staff positions. Cf. Member of the Faculty.

There are many ways of dividing the faculty into subgroups. At the University of Mississippi, "Faculty members are divided into four categories: regular faculty, support faculty, research faculty, and emeritus faculty." (U. Miss.)

### **Faculty Member without Rank**

A designation for Unranked Faculty, especially Librarians. (Colby Coll.) See also Faculty without Rank.

### **Faculty Professor**

A rare Honorific. "Faculty Professor is an in-house title given to individual faculty members in recognition of their broad-based qualifications, which are recognized in a number of different departments and/or programs within a school or faculty. The statements of recommendation and advisory votes should reflect general faculty-wide acceptance of the action. The specific duties and privileges of a Faculty Professor are to be decided on an individual basis." (SUNY Buffalo)

### **Faculty Research Assistant**

At its heart, precisely what the title implies: one who assists a Faculty Member in research. "The appointee shall be capable of assisting in research under the direction of the head of a research project and shall have ability and training adequate to the carrying out of the particular techniques required, the assembling of data, and the use and care of any specialized apparatus. A baccalaureate degree shall be the minimum requirement." (U. Md.) However, a Faculty Research Assistant is often not a member of the Faculty despite the appearance of the word in the title.

### **Faculty Research Lecturer**

Not a faculty position (as it might appear), but an honor awarded annually to a faculty member who has made a distinguished record in research, creating the obligation to deliver a public lecture upon a topic of his selection. (U. Ca.)

### **Faculty Senate**

At most institutions a deliberative representative elected body of the Faculty whose principal activity is deliberation since in many instances actions of the Faculty Senate are advisory only, representing the "sense" of the Faculty that administrators may take into consideration. Membership in the Faculty Senate is usually extended only to precisely defined subcategories of the Faculty. For example, it is typical not to include Adjunct or Visiting Faculty in the Faculty Senate.

### **Faculty Specialist**

1. At most institutions, an informal designation for a faculty member exercising special expertise for a limited purpose. "The faculty specialist for the reading specialist program shall possess an earned doctorate in reading or shall have a minimum of 30 semester (45 quarter) hours of post-baccalaureate, graduate-level coursework in reading. In addition, the faculty specialist shall be currently involved in conducting research related to learning to read and the teaching of reading; shall have participated or shall be participating in the Alabama Reading Initiative as a trainer or as a P-12 school partner; shall be a full-time employee of the institution; shall teach courses required in the program; and shall advise students seeking certification through program completion." (Ala. St. U.)

2. At a small number of institutions, a formal title: "[P]ersons appointed as one of five categories of specialized faculty: (1) lecturer, (2) clinical specialist, (3) professional specialist, (4) aviation specialist, and (5) language specialist." (W. Mich. U.) See also Master Faculty Specialist.

### **Faculty With Rank**

Tenure-Track Faculty. (W. Wash. U.)

### **Faculty Without Rank**

Non-Tenure-Track Faculty (W. Wash. U.)

### **FC**

Abbreviation for Federal Cooperator.

### **Federal Cooperator**

"Faculty members who are federal employees, who are paid by agencies of the federal government, whose function at the university is equivalent to Core Faculty, and who serve as faculty under cooperative agreements between the University and the federal government (e.g., U.S. Dept. of the Interior, Fish and Wildlife Service) are appointed to one of the following ranks: Instructor (FC), Assistant Professor (FC), Associate Professor (FC), or Professor (FC)." (Utah St. U.)

### **Federal Research Rank**

"Faculty members who are federal employees, who are paid by agencies of the federal government, whose primary function at the University is research, and who serve as faculty under agreements between the University and the federal government (e.g., U. S. Department of Agriculture) are appointed to one of the following ranks: Assistant Professor (FR), Associate Professor (FR), or Professor (FR)." (Utah St. U.)

### **Fellow (generally)**

1. A borrowing from England, where members of learned societies, such as the Royal Society, were known as Fellows. Some such institutions drew a distinction between "members" and "Fellows," a higher rank of membership. Thus Fellow usually connotes elevated status. (But see Senior Fellow for a counterexample.) In current US usage, Fellow means primarily someone connected with an associated research institution, which may be located on a university campus and may draw participants from the university Faculty. See also Center Fellow, Chancellor's Fellow, Collegiate Fellow, Distinguished Faculty Fellow, Executive Fellow, Faculty Fellow, Fellow-by-Courtesy, Industrial Fellow, Institute Fellow, Lecturing Fellow, Principal Research Fellow, Senior Faculty Fellow, Senior Fellow, Senior Institute Fellow, Senior Lecturing Fellow, Senior Visiting Fellow, Special Visiting Fellow, University Fellow, Visiting Fellow.

2. "This title is appropriate for registered graduate students engaged in research or scholarly activities sponsored by funds provided as gifts. When activities of this type are conducted at UI by a person already holding the doctoral degree, the appropriate title is Postdoctoral Fellow." Fellows are not members of the faculty." (U. Idaho) See also Assistant Research Fellow, Associate Research Fellow, Clinical Fellow, Community Teaching Fellow, Faculty Fellow Researcher, Graduate Fellow, Research Fellow, Senior Research Fellow, Teaching Fellow, Visiting Predoctoral Fellow.

### **Fellow-by-Courtesy**

"Appointments as Fellow-by-Courtesy ... may be offered to people with appropriate qualifications, with whom a department wishes to maintain scholarly contact by way of participation in colloquia, research discussions etc. No stipend or honorarium is associated with these appointments." (Johns Hopkins)

### **Fellow Clinical Instructor**

"A partially affiliated fellow who is a graduate of an accredited residency program." (Wright State) Cf. Fellow Instructor.

### **Fellow Instructor**

"A fully affiliated fellow who is a graduate of an accredited residency or graduate degree program." (Wright State) Cf. Fellow Clinical Instructor

### **Field (generally)**

A prefix describing a person "whose primary assignment or contribution is in supervising student field-work, who is geographically removed from the University, and who does not undertake class responsibilities." (U. of Pittsburgh)

### **Field Service (generally)**

Individuals holding full-time appointments in academic departments and colleges whose professional assignment is not primarily regular classroom instruction, and for whom regular faculty ranks would therefore be inappropriate, may hold the titles of field service professor, field service associate professor, field service assistant professor or field service instructor. (U. Cinn.)

#### **Field Service Assistant Professor**

See [Field Service](#). (U. Cinn.)

#### **Field Service Associate Professor (U. Cinn.)**

See [Field Service](#). (U. Cinn.)

#### **Field Service Instructor (U. Cinn.)**

See [Field Service](#). (U. Cinn.)

#### **Field Service Professor (U. Cinn.)**

See [Field Service](#). (U. Cinn.)

#### **Field Work Consultant**

In the University of California System, a "member of the faculty in the School of Social Welfare ... [whose] principal duties consist of: advising and counseling graduate professional students about their programs, consulting with Field Work Supervisors about the student's field work experience, and help determine the field work grade; consulting with social welfare agencies about arrangements for the field work course." (U. Cal.)

#### **Final Appointment**

A Terminal Appointment. (E. Ct. St. U.)

#### **Fine arts specialist**

An Academic Professional who "works in partnership with artists and designers to bring their projects to fruition." (Ariz. State U.)

#### **Fixed-Term Appointment**

A Fixed-Term Appointment is one which is expected to expire at the end of a specified period. (U. Alaska) See Limited-Term Appointment.

#### **Fixed-Term Faculty**

All "persons holding the rank of professor, associate professor, assistant professor, or instructor, but not appointed under the rules of tenure." (Mich. St. U.)



## **Founders Professor**

An Honorary title conferred at a small number of institutions, e.g. the University of Texas at Dallas, Utah Valley State College, Virginia Commonwealth University. Equivalent to Distinguished Professor.

## **FR**

See Federal Research Rank.

## **FST**

A parenthetical suffix meaning [Field Service](#) track. (U. Cinn.)

## **FTA**

Abbreviation for Full-Time Affiliate.

## **Full Graduate Faculty**

A full member of the Graduate faculty. "Persons promoted to or appointed as Associate for Full Professor who hold the appropriate terminal degree for the discipline in which they are employed. Full members may teach graduate courses; direct theses and dissertations [the director of a doctoral dissertation or essay must hold a doctorate]; participate on thesis, dissertation, and examining committees." (U. Miss.) "Only full graduate faculty members may chair doctoral committees." (U. Memphis) See Graduate Faculty. Cf. Associate Graduate Faculty.

## **Full Member**

The highest rank of graduate school faculty at certain institutions, often abbreviated as [Member](#). (LSU)

## **Full Professor**

In the US, rarely a formal title but an informal term used to distinguish the literal rank of Professor from the lower ranks of Associate Professor and Assistant Professor, all of whom are generically referred to as "Professor." The situation is analogous to that of "Full Colonel" in the Army, which has no such rank, the term being used to distinguish Colonel from Lieutenant Colonel, both of whom are informally called "Colonel." Full Professor is commonly seen in job postings (and resumes) to make it clear that the incumbent has attained high rank, but the applicant will not actually be able to use Full Professor as part of the title. Hence "Full Professor of Anthropology" is neither an Official Title nor a Working Title, but is used simply to clarify that "Professor" means the rank, not the generic designation.

## **Full-Time Affiliate**

A suffix designating a medical professional employed by an affiliated hospital but having full-time academic responsibilities. Sample usage: "Assistant Professor, Full-Time Affiliate." (LSU)

### **Full-Time Faculty**

1. A deceptive term that is not always what it seems. At the same institution there may be different definitions for different purposes, e.g. determining who has a vote in the faculty senate or who is entitled to a sabbatical benefit. Full-Time Faculty "includes (1) faculty fully engaged in teaching university classes, (2) fully employed faculty whose instructional loads are reduced for research or other non-administrative assignments, and (3) fully employed administrative officers in academic units who hold faculty rank." (U. Miss.) However, this definition is by no means standard. "The definition of 'full-time faculty' is open to interpretation, and it would be inordinately complicated to determine exactly what constitutes full-time teaching hours." (Ga. So. U.) "The Commission on Higher Education has changed the definition of Full-Time Faculty to anyone hired primarily to teach who teaches at least one course." (Citadel) "Full-time faculty or full-time teaching is defined as those in full-time employment by a college, university, institution or organization ... who devote at least 32 hours per week to such endeavor." (Miss. St. Bd. Dental Examiners)

2. At some institutions, the Regular Faculty. "Full-time faculty ranks are: Instructor, Assistant Professor, Associate Professor, Professor, University Professor, and Distinguished Professor." (American U.) Under this definition, numerous faculty who are employed full-time, such as the Research Faculty, are not Full-Time Faculty.

### **Functional Title**

See [Title](#).

### **General Faculty**

An omnibus term comprising all faculty members, whether Regular Faculty or not. "The general faculty includes the full- and part-time faculty, as well as various administrators, librarians, registrars, student affairs personnel, directors of academic learning centers, and others holding faculty rank or status." (Bentley Coll.) Occasionally restricted to exclude Regular Faculty. "The term 'general faculty' identifies those faculty who are elected to the General Faculty of the University but not to one of the teaching faculties of the schools. The general faculty have an array of functions including teaching, research, public service, providing academic support in areas such as student services and the libraries, and in performing administrative duties that relate directly to management policies and procedures or the general business and administrative operations of the institution." (U. Va.) At the University of Miami, the General Faculty is divided into the University Faculty and the Associated Faculty. (U. Miami)

### **General Graduate Assistant**

"A general graduate assistant is a graduate student assigned academic duties that do not fall clearly in [other graduate assistant categories]; involve nonteaching instructional tasks (for example, grading papers and tests, or managing a computer lab); involve assisting with research; or include a combination of assistantship duties, with no on type of assistantship the predominant assignment." (Utah St. U.)

**General Librarian**

A library academic position at a level equivalent to [Instructor](#). Qualifications include an undergraduate degree, a degree from an accredited library school plus library experience. The incumbent "is expected to perform, under supervision, library tasks of a complex nature and to exercise responsible judgment in administering library routine." (LSU)

**Geographic Full-Time Faculty**

A medical-school term for a physician who conducts no private practice but devotes all of his or her clinical time to the institution. A "person serving on the faculty of a medical center who is not employed on a full-time basis for the purpose of fixing compensation payable by the State but all of whose professional services and activities are conducted at the medical center or its affiliated hospitals and are available to the State on a full-time basis for clinical and instructional purposes. (SUNY) Also Strict Full-Time Faculty.

**Governing Faculty**

The set of faculty members having policy- and rule-making authority according to the institution's bylaws. "The governing faculty of each academic unit shall establish the responsibilities and authority of each academic unit governance entity and each administrative entity within that unit." "The term 'governing faculty,' when used in connection with a school, college, or degree-granting division, includes those members of the school, college, or degree-granting division who are professors, associate professors, and assistant professors, and where authorized by that unit's bylaws, certain clinical faculty, certain research faculty, and instructors and lecturers who hold appointments of half-time or more." (U. Mich.)

**Grader**

"The primary responsibility of a grader is to evaluate written work such as examinations, problem sets, and papers." (U. Va.) "This title will be used for a part-time appointee who holds a baccalaureate degree and is a candidate making satisfactory progress towards an advanced degree." (U. Mo. Rolla)

**Graduate Assistant**

"A graduate student who for the period of a semester or a session is paid from the University budget or from external funds for performance of academic services." (U. Miss.) "A Graduate Assistant is a graduate student paid a salary to render service to the University, primarily in research, either directly, or under a grant or contract with other agencies, normally at the maximum rate of fifteen clock hours per week." (Rutgers)

**Graduate Assistant Professor**

An [Assistant Professor](#) on the Graduate Faculty. (Howard)

**Graduate Associate Professor**

An [Associate Professor](#) on the Graduate Faculty. (Howard)

**Graduate Extension Assistant**

"A student who is appointed in an academic department or program and: directly participates in the extension, outreach and engagement mission of the unit, or an on-campus or off-campus organization that is affiliated with the unit, in the design of projects, data collection, analysis, application, or reporting of results in the student's field of study, where these activities may, but are not required to, contribute directly to the student's thesis or dissertation; or supports the extension, outreach and engagement mission of the unit or discipline, including substantive interaction with individuals or groups beyond the university." (N.C. St. U.)

### **Graduate Faculty**

Some institutions maintain separate faculties for undergraduate and graduate teaching, although many faculty members may belong to both. "The primary qualitative guideline [for membership in the Graduate Faculty] is current scholarly competence. The Graduate Faculty member is now an active and productive scholar and, recognizing the complementarity of research and teaching, is an effective teacher at the graduate level. Evidence of recent active and productive scholarship includes scholarly books, refereed articles in scholarly journals, chapters in scholarly books, abstracts in scholarly conference proceedings, successful external research grant applications, juried shows, editorships, or the equivalent as determined by the individual academic unit. Evidence of graduate teaching effectiveness includes teaching awards, successful instructional innovation grants, student evaluations, student accomplishments, guidance of graduate students' research projects, peer reviews, innovations in course design or delivery, publications in area of pedagogy, or other quantitative and qualitative evidence as determined by the individual academic unit." (Ga. State)

"The Graduate Faculty are charged with the responsibility for conducting and maintaining the graduate programs of the University. The Graduate Faculty introduce students into the current scholarly activities of the various disciplines. Therefore, the members of the Graduate Faculty should be active scholars." (La. Tech.)

At some institutions, such as Howard, members of the Graduate Faculty carry titles to distinguish them from undergraduate faculty. The Series is {Graduate Assistant Professor, Graduate Associate Professor, Graduate Professor}. See also Associate Graduate Faculty, Full Graduate Faculty,

### **Graduate Fellow**

"A Graduate Fellow is an individual who receives a grant for his or her support as a graduate student, no services to the University being required as a consideration." (Rutgers) "A graduate student who is provided non-compensatory financial assistance (e.g., with no service obligation) in the form of a stipend. Stipends from graduate fellowships and traineeships are based on academic scholarship and/or financial need criteria." (N.C. St. U.)

### **Graduate Instructor**

"A graduate student who teaches one or more courses and who is responsible for reporting grades in his own name." (U. Miss.) "A graduate instructor is a student assigned to teach one or more sections of a course for an entire semester." (Utah St. U.)

**Graduate Lecturer**

A short-term teaching position at (for example) Iowa State University for holders of at least a Master's degree. (Iowa State)

**Graduate Professor**

A [Professor](#) on the Graduate Faculty. (Howard)

**Graduate Reader**

"The title Reader is given to a student employed for the ability to render diverse services as a course assistant, which will normally include the grading of student papers and examinations. A Reader will not be given the responsibilities customarily accorded a Teaching Assistant." (U. Ca. Davis)

**Graduate Research Assistant**

A graduate student who "holds an assistantship with required duties in research." (Vanderbilt) "A graduate research assistant is a graduate student assigned to work under faculty guidance on one or more research projects." (Utah St. U.)

**Graduate Research Professor**

A title awarded to recognize outstanding accomplishment and an international reputation in teaching and research. (U. Fl.) In the State University System of Florida, the incumbent is responsible for research and related activities, may be responsible for teaching, service, academic advising, and may represent the institution on university and/or Statewide committees.

**Graduate Services Assistant**

"A student whose appointment is not in an academic department or program or who does not provide services in general support of the teaching or research mission of the unit." (N.C. St. U.)

**Graduate Student Assistant Researcher**

A "graduate student who is trained in research techniques under the supervision of a Principal Investigator on a research project which is not necessarily related to the student's degree program." (U. Cal.)

**Graduate Student Instructor**

A graduate student who performs instructional activity, ranging at the low end from running discussion section to at the high end even teaching graduate courses. Abbreviated GSI. (U. Cal. Berkeley) The rank is clearly distinguished from [Instructor](#), a position rarely filled by a graduate student.

**Graduate Student Researcher**

A "graduate student who performs research related to the student's degree program in an academic department or research unit under the direction of a faculty member or authorized Principal Investigator." (U. Cal.)

**Graduate Teaching Assistant**

A graduate student who "holds an assistantship related to teaching but without primary responsibility for instruction and grading." (Vanderbilt) A "graduate student who has a bachelor's degree or equivalent and who is involved with teaching or other professional service." (Wright St.) "A graduate teaching assistant is a graduate student assigned to assist one or more faculty with instruction [and] may lecture in a course occasionally, tutor students, or assist in some other teaching capacity, such as teaching a lab or recitation session under faculty supervision." (Utah St. U.) Often just Teaching Assistant. Cf. Graduate Teaching Scholar.

### **Graduate Teaching Associate**

"An advanced graduate student who has a master's degree or equivalent and who usually is a doctoral candidate involved with instruction or other professional service." (Wright St.)

### **Graduate Teaching Scholar**

A graduate student who holds a scholarship carrying teaching responsibilities. An "assistant who has overall responsibility for instruction in a course or courses, including the assignment of grades." (Vanderbilt) Cf. Graduate Teaching Assistant.

### **Gratis Title**

"These are courtesy appointments which acknowledge those individuals who, at no pay, teach, supervise students, or have some professional affiliation with the University." (U. Conn.)

### **Guest Appointment (generally)**

"A guest faculty appointment is normally an uncompensated position for an individual with an extended visit to campus to participate in research or other scholarly programs. A guest appointment provides identification and access to University facilities and services for the period of the visit. A guest appointment is inappropriate for an individual who will not be physically present on campus and requiring campus services." (Notre Dame) "A guest is usually a distinguished individual of considerable professional attainment to whom the Institute extends the prerogative of observing or participating informally in certain phases of its activities. Guest appointments are academic, with a term of one week to one year." (MIT) Guest titles include "Guest" as a prefix, as in "Guest Assistant Professor."

### **Guest Lecturer**

1. A speaker brought in to deliver a lecture in place of the regular course instructor.
2. "A guest lecturer is an individual who speaks to a class because of his/her expertise, is paid a flat rate, and is not the instructor of record." (Humboldt St.) "A guest lecturer is not considered a substitute if selected and used as a part of an instructor's published course syllabus." (Tri-County C.C.)
3. "This title is used to appoint individuals who will participate in the instructional program for two weeks or less in a quarter and who do not hold a title with the University but are brought to the University for their expertise in a given subject." (U. Ca. San Diego) Cf. Lecturer Miscellaneous

**Head Coach**

The senior Coaching Faculty position. "Under general direction [of the Athletic Director], performs the full range of coaching functions related to a fully developed intercollegiate athletic activity ... Typically, positions in this class involve supervisory responsibility over a number of subordinate personnel performing various coaching functions. A Head Coach's responsibilities include recruiting, fund raising, program development, and community relations." (Cal. St.)

**Home Department**

The department of a faculty member's Primary Appointment. (U. Cal. S.F.)

**Home Institution**

The place from which a member of the Visiting Faculty is visiting. Cf. Host Institution.

**Honorary (generally)**

1. A prefix indicating distinction, similar to the prefix Distinguished. Although common in Europe and Canada, such honorary faculty titles are virtually never conferred in the US, where "honorary" connotes "unearned." (But see Honorary Lecturer.) Cf. Honorific.
2. A prefix denoting a part-time appointment for which the incumbent receives an honorarium rather than a salary. See Honorary Professor.
3. "The term honorary shall be prefixed to the title of all other members of the faculty who have retired." (Thomas Jefferson U.)

**Honorary Appointment**

A Visiting Appointment without compensation. (Rutgers)

**Honorary Faculty**

At some institutions, persons who have received honorary degrees are considered honorary Members of the Faculty, sometimes referred to as Honorary Faculty. (Clayton)

**Honorary Lecturer**

At MIT, "the appointment of honorary lecturer is reserved for those distinguished persons holding no other Institute academic appointment whom the President and the Corporation have chosen to honor for a singular record of achievement and public service. The holder of the title of honorary lecturer is afforded all the privileges of the Institute and, from time to time, will share his or her knowledge and experience with members of the Faculty and student body in informal seminars or formal lectures." (MIT) "Appointment to this title may be extended to individuals at ranks less than Professor who are retiring after many years of service to the School of Medicine." (Mt. Sinai)

**Honorary Professor**

An "honorary title which may be assigned to individuals who offer educational experiences to the students of the University on a part-time basis. Such individuals have no contractual arrangements with the University although they may receive an honorarium for their services." (Dakota Wesleyan) See Honorary.

### **Honorific**

A prefix denoting distinction beyond that normally attained by a person of the given rank, e.g. University Professor. "Such titles are awarded by letter from the chancellor. They are not included in the official appointment papers, so that the faculty member remains as "Professor" in his or her prior tenure status." (U. Ill.) The tendency to create such modifiers ad hoc can cause confusion and resentment, especially in the absence of published standards. The University of Illinois warns that one must "guard against excess proliferation of titles, trivialization of titles, and difficulties created by any one campus for the others." (U. Ill.) The notion of Honorific must be distinguished from that of "honor." An Honorific is earned; an honor may not be.

Honorific titles include the following (all prefixed to the to "Professor" or other title):

Board of Overseers, Board of Trustees, Board of Trustees Distinguished, Centennial, Chancellor's, Collegiate, Curators, Distinguished, Distinguished Career, Distinguished Service, Distinguished Teaching, Distinguished University, Eminent, Faculty, Founders, Honorary, Institute, Jubilee, Overseers, Presidential, Regents, Regents Distinguished, Special Service, Trustees', University, University Distinguished, University Research. See also Meritorious Graduate Faculty Mentor.

### **Hospital Resident**

A non-faculty academic rank for postgraduate physicians who are employees of the institution's medical school or other affiliated hospital. (Yale) Not to be confused with the well-known job title of "Resident," who is a doctor employed by a hospital but which carries no implication of academic status.

### **Host Institution**

The institution that a Visiting Faculty member is visiting. Cf. Home Institution.

### **in Practice**

See Professor in Practice.

### **In-Residence (generally)**

A designation for a nontenured faculty member who spends time at an institution but may not qualify for a position on the Regular Faculty, used to acquire the services of persons eminent in their fields. The usual Series is {Instructor in Residence, Assistant Professor in Residence, Associate Professor in Residence, Professor in Residence}. "This is an umbrella title for professionals, appointed to instructional positions, with working titles, such as Writer-in-Residence, Artist-in-Residence, Architect-in-Residence, Journalist-in-Residence, etc. The professional may be in residence at irregular intervals and may be scheduled individually in order to meet obligations to the University." (LSU) "A full-time instructional staff member of great distinction, employed as a scholar, artist or executive in residence who shall teach, confer with faculty and students, give public lectures and/or perform research." (U. Toledo) "An 'In-Residence' faculty appointment allows for flexibility where there is a desire to provide for the presence of a distinguished and prominent individual to American University. The positions that are given 'In-Residence' designation may be full- or part-time and include, but are not limited to, Writer, Artist, Diplomat, Poet, Scholar, Lecturer, Executive, Journalist, Jurist, Practicing Attorney, and Emeritus In-



Residence." (American U.) "In-residence titles are used for temporary, non-tenure track appointments paralleling each of the four regular faculty ranks. Faculty members in these titles may be asked to carry out all aspects of the faculty role, that is, teaching, research and service and must meet the same professional criteria as the tenure track faculty ... Their appointment may include serving as the Principal Investigator on sponsored research projects." (U. Conn.) "Individuals from the various professions (who may not have faculty rank at another University) may be appointed to visiting instruction, research, and service positions at Louisiana Tech. Examples of some illustrative titles would be Architect-in-Residence, Artist-in-Residence, Executive-in-Residence, and Biologist-in-Residence. At the option of the appointing Department, the individual may be appointed with a visiting faculty rank in lieu of Professional-in-Residence." (La. Tech.) "The suffix in Residence is preceded by the creative specialty in which the faculty member is engaged: e.g., Artist in Residence, Composer in Residence, Writer in Residence. The purpose of in-residence appointments is to emphasize performance or creative work to the benefit and enhancement of the broad educational goals of the University." (Vanderbilt) Sometimes the suffix "in-Residence" is used for internal administrative purposes only and does not appear in correspondence or institutional publications. (U. Conn.) The holder of an In-Residence appointment is sometimes referred to as an Appointee in Residence (W. Ky. U.)

2. In the University of California System, a nontenured faculty Series that is academically equivalent to the tenure-track series with minimal use of state funding. (U. Cal.)

### **in Service**

A suffix used at Northwestern to denote an Emeritus faculty member who continues to perform services to, and be paid by, the University, e.g. Professor Emeritus in Service. (Northwestern) Cf. Service.

### **in the Field (generally)**

See [Professor in the Field](#).

### **in the Practice (generally)**

A suffix designating a nontenured term position for practitioners or scholars whose appointments are based primarily on their distinction in one of the areas integral to the practice of a profession. Persons appointed in this position must show evidence of significant accomplishment as either a practitioner or scholar in their chosen area. In addition, they must show evidence of exemplary performance in teaching the fundamental skills of that area of practice to others. (Yale)

### **Indefinite Appointment**

1. The term for Tenure at certain institutions. "An indefinite appointment is an academic staff appointment in an operational area of departmental or higher level having permanent status and for an unlimited term." (U. Wisc. Madison)

2. At other institutions, the term does not necessarily indicate any tenure rights but simply that the appointment has no fixed termination date. (LSU)

### **Indefinite Tenure**

In a word, [Tenure](#). Cf., Definite Tenure, which is definitely not [Tenure](#).

### **Industrial Fellow**

An industry professional who works on campus with faculty on research of mutual interest. "The goal of the Industrial Fellows program is to bring industrial and university scientists and engineers together in a collaborative interaction for an extended period." (U. Minn.)

### **Institute Fellow**

1. Trivially, a Fellow of an Institute. In this usage it is frequently preceded by the name of the institute, e.g. "Jesuit Institute Fellow" at Boston College.
2. A title signifying affiliation of a faculty member with a research center or institute. (U. Mo. Rolla)

### **Institute Professor**

Generally an honorific title used at institutions whose names include "institute," e.g. Virginia Military Institute (VMI). Equivalent to the title of University Professor at other institutions. "The title of Institute professor is an honor bestowed by the Faculty and Administration of MIT on a faculty colleague who has demonstrated exceptional distinction by a combination of leadership, accomplishment, and service in the scholarly, educational, and general intellectual life of the Institute or wider academic community. The honor recognizes past contributions and provides the holder with an opportunity for continued and expanded contributions. A person holding an Institute professorship enjoys a unique position of freedom and prestige among the Faculty." There are usually no more than 12 Institute Professor appointments extant any one time. (MIT)

### **Instruction Librarian**

"Instructor shall be called Instruction Librarian in the University Library; " (Nicholls St. U.)

### **Instruction Professor**

An alternative term for Instructional Professor, a modern equivalent of Lecturer but so far not adopted. The use of Instruction as a prefix easily permits rank designation, e.g. Instruction Associate Professor.

### **Instructional Academic Staff**

The Instructional Faculty other than Tenure-Track Faculty (U. Wisc. Green Bay)

### **Instructional Assistant**

"Instructional assistants conduct classroom or laboratory instruction under the supervision of a full-time member of the faculty ... Instructional assistants are not members of the faculty." (U. Idaho)

### **Instructional Development Specialist**

"Employees in this Series help faculty members apply current educational theory to the planning, delivery, and evaluation of a curriculum. They are the channel through which the faculty members can become aware of recent innovations in educational

methodology. Where applicable, they expedite the adoption and application of the educational policy of the university/campus into the curriculum design. They also help the faculty to revise or develop university/campus-wide or departmental curricular policies and procedures so that students' problems may be averted in the future." (State Univs. of Ill.)

### **Instructional Faculty**

That component of the Faculty whose primary mission is to teach, as opposed, for example, to the Research Faculty, who may have no teaching responsibility whatsoever. "Instructional faculty consists of persons teaching, instructing, tutoring, and lecturing in the activity of imparting knowledge." (U. Nev. Las Vegas) A "person whose appointment at the College is for teaching, research, and service whether full-time or part-time, with or without tenure, and whether or not the person has membership in the voting faculty." (Coll. of Charleston) At some institutions, Academic and Professional-Technical Faculty combined. (Lewis & Clark Coll.)

### **Instructional Professional**

A Series in the Academic Professional staff and the top rank thereof, including {Assistant Instructional Professional, Associate Instructional Professional, Instructional Professional}. The incumbent "has the teaching and mentoring of students as a significant part of his or her job responsibilities." (Ariz. State U.)

### **Instructional Professor**

"The honorific working title instructional professor could be awarded to outstanding academic staff members with terminal degrees and titles of senior lecturer, distinguished lecturer, faculty associate, or distinguished faculty associate. This title is awarded only to truly meritorious academic staff members and requires the positive recommendation of the executive committee of the department in which the staff member is employed, or the relevant academic planning council for staff members not easily identified with a single department." (U. Wisc.) In 2002, after several years of debate, the University of Wisconsin decided against creating a title of Instructional Professor. The proposed definition was to have been: "A member of the academic staff who independently engages in formal or informal instruction, in an academic discipline, in one or more of the following areas: traditional classroom setting, laboratory, outreach and continuing education or extension program. These individual possesses the experience or knowledge necessary to carry out the responsibilities typically associated with the instructional or extension components of a faculty appointment, including one or more of the following: develop and teach a course(s), design curricula and/or techniques for instruction, or develop and present outreach programs in a discipline or integrated disciplines. Responsibilities may also include training graduate assistants. This title series, which includes Assistant Instructional Professor and Associate Instructional Professor, is primarily for persons who hold an advanced degree, whose appointment is 50% or more and is renewable or indefinite." (U. Wisc., proposed but not adopted)

## **Instructional Staff**

"The instructional staff of the University includes the Faculty and non-tenurable ranks." (Fordham) At some institutions, the equivalent of Faculty, even though this may include people with no teaching responsibility: "Faculty or instructional staff includes all full & part-time persons whose specific assignments customarily are made for the purpose of conducting instruction, research or public service as a principal activity, and who hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks." (Shepherd Coll.)

## **Instructor**

1. At most institutions, the lowest rank of Regular Faculty, that is, in the Tenure Track. "Individuals may be appointed as Instructor who have advanced to candidacy for the Ph.D. or possess the degree required for teaching in certain fields. [have] proven or presumptive teaching ability, the potential to progress toward the Assistant Professorship according to ordinary norms [and] those qualities of character and personality expected in a teacher and advisor of students." (Georgetown) "Individuals appointed to this rank must have a master's degree or its equivalent and should be otherwise well-qualified to teach at the undergraduate (primarily lower division) level. (U. Colorado at Boulder) Some institutions dispense with this rank altogether, making Assistant Professor the lowest tenure-track rank. Titles at this level include Academic Instructor, Acting Instructor, Adjunct Instructor, Affiliate Instructor, Assistant Instructor, Clinical Assistant Instructor, Clinical Instructor, Clinical Resident Instructor, Collegiate Instructor, Cooperative Instructor, Extension Instructor, Extra-Collegiate Instructor, Fellow Instructor, Field Service Instructor, Graduate Student Instructor, Instructor Attendant, Instructor in Clinical (subject), Instructor in Law, Instructor in Residence, Instructor in the Practice of, Instructor Librarian, Instructor of Clinical (subject), Junior Instructor, Laboratory Instructor, Lecturer Instructor, Librarian Instructor, Library Instructor, Marine Instructor, Military Instructor, Naval Instructor, Program Instructor, Provisional Instructor, Research Assistant Instructor, Research Instructor, Resident Instruction Instructor, Resident Instructor, Senior Assistant Instructor, Senior Instructor, Senior Instructor Attendant, Senior Laboratory instructor, Special Instructor, Technical Instructor, University School Instructor, Visiting Instructor, Visiting Senior Instructor.

2. At some institutions, a non-Tenure Track rank. For example, in the Nevada Universities and Colleges System it is the nontenured rank given to community college faculty. Cf. Community College Professor (U. Nev.)

## **Instructor Attendant**

See [Attendant](#). (U. Colorado at Boulder)

## **Instructor In Clinical (subject)**

At Columbia, a junior title given to officers who are conducting substantial original research as well as teaching and participating in patient care, one rank above Assistant In Clinical. (Columbia)

## **Instructor in Law**

A very uncommon title for a "full-time instructional staff member employed primarily to supervise and teach students in the College of Law skills program." (U. Toledo)

### **Instructor in Residence**

See [In-Residence](#). (U. Calif., U. Conn.)

### **Instructor Librarian**

An Librarian position equivalent in rank to Instructor. (George Mason, U. Fl., U. So. Ala.) See also Professor Librarian.

### **Instructor of Clinical (subject)**

The lowest rank in a Series for "Individuals holding full-time appointments in the academic departments and colleges whose professional assignment is primarily patient care and teaching in the clinical sciences and for whom regular faculty ranks would therefore be inappropriate." (U. Cinn.)

### **Intercollegiate Coach**

"This is a full-time rank normally requiring a master's degree and a record of demonstrated performance in the area of specialization. Persons holding this rank devote half time or less to the instruction of credit students." (Old Dominion)

### **Interim Faculty**

"Interim appointments are applicable to positions which are not to be carried forward into the next or future fiscal periods, but which fill a need for the current or upcoming fiscal period. In such situations the staff member appointed does not retain a significant proportion of his/her permanent status position's duties/responsibilities." (U. N.H.) "The term, 'interim faculty members,' covers those positions previously referred to as "temporary," or "adjunct," or "visiting." It covers all faculty who are not in tenured, tenure-track or continuing non tenure-track positions." (Bryn Mawr) Cf. Acting.

### **Intern**

"An intern is a first-year medical resident who is a medical school graduate and who is to gain one year of hospital-based experience in the practice of medicine through supervised study and training as a physician in an 'internship'." There are numerous specialized Intern titles that are not enumerated in this book, including: Dietetic Intern, Hospital Administrative Intern, Pharmacy Intern. (U. Cal.)

### **Investigator**

1. A junior nontenured research position requiring a doctorate and "experience equivalent to that of a faculty member holding the rank of Instructor or Assistant Professor." (Brown) See also Senior Investigator.
2. Investigator has a special meaning with respect to conflict of interest in sponsored research. "An Investigator is any person, including but not limited to any person holding an academic or professional staff appointment at Indiana University, who is engaged in

the design, conduct, or reporting of Research or externally-supported educational activities." (U. Ind.)

### **Investigator Track**

A Track at Yale School of Medicine for persons "who have established themselves as nationally recognized independent investigators and who have a record of sustained outside funding, or in the case of new recruits, strong promise of such funding ... While these faculty members engage in teaching, their major responsibility will be the development of productive research programs. Teaching will normally occupy no more than ten percent of their professional time." (Yale)

### **Invited (generally)**

A primarily foreign prefix, used in the US largely at the University Cincinnati, which offers an extensive set of Invited titles (distinct from Visiting titles), including Invited Professor, Invited Field Service Professor, Invited Research Professor, Invited Professor of Clinical (subject) and Invited Senior Librarian. (U. Cinn.)

### **Joint (generally)**

A joint appointment is normally an appointment to more than one school, college or department. (Fordham) It may also extend across institutions. (N.J. Inst. of Tech.) At Notre Dame, a Concurrent Appointment. "A joint appointment may be considered when a faculty member makes a major contribution in terms of time, effort and programmatic need to the academic program of another department or school. This contribution should be on a continuing basis and judged to be sufficiently significant for the joint appointee to have voting privileges in the secondary department, which frequently provides a portion of the salary and/or other support and possibly shares in the tenure commitment." (Stanford) A "joint" appointment recognizes a faculty member's long-term commitment to, and participation in, two or more departments. A joint appointment may be discontinued only with the concurrence of the faculty member and the appointing departments. One department shall be designated the primary department and the others secondary, and this designation can be changed only with the concurrence of the faculty member and the appointing departments. Personnel determinations (salaries, promotions, leave, etc.) originate with the primary department, but may be proposed by the secondary department(s), and all actions must have the concurrence of the secondary department(s). (U. of Wash.)

Sometimes a distinction is made between a Joint Appointment and a [Dual Appointment](#). For example, it is not strictly correct to refer to a Professor who is also an administrator as having a Joint Appointment. In such a situation Dual Appointment is more appropriate. An earlier term for Joint, now obsolete, was Divided.

### **Journalist in Residence**

See [In-Residence](#). (LSU)

### **Jubilee Professor**

An Honorific title conferred in the US primarily by the University of Illinois. Roughly equivalent to Distinguished Professor. (U. Ill.)

### **Junior Astronomer**

See Astronomer. (U. Cal.)

### **Junior Collegiate Faculty**

A Faculty in the Blair School of Music at Vanderbilt University, for teachers of music performance at the college level. The Series is {Instructor in, Assistant Professor of}. (Vanderbilt) See also Senior Collegiate Faculty.

### **Junior Faculty**

Generally the Junior Faculty consists of the ranks of Assistant Professor or the equivalent and below, but this varies by institution. "Junior Faculty includes the following academic titles: Assistant Professor or Research Assistant Professor." (U. N.M.) "Junior faculty is defined as 1) nontenure track faculty, regardless of years of service or 2) untenured faculty in tenure-track positions." (La. Tech.) Cf. Senior Faculty.

### **Junior Research Scholar**

A very rare title, apparently used only by New York University, for non-faculty member directly engaged in professional research in the arts or humanities on an externally funded project. (NYU)

### **Junior Researcher**

One who performs, under immediate supervision, normally with limited opportunity for independent or unreviewed action or decision, relatively elementary professional and scientific work in a particular field of research. (U. Hawaii)

### **Junior Resident Clinical Instructor**

"A partially affiliated resident prior to the terminal year." (Wright State) Cf. Resident Clinical Instructor.

### **Junior Resident Instructor**

"A fully affiliated resident prior to the terminal year." (Wright State) Cf. Resident Instructor.

### **Junior Specialist**

See [Specialist](#) (U. Cal.)

### **Junior Training Specialist**

See [Training Specialist](#). (NYU)

### **Laboratory Coordinator**

An entry-level position whose responsibilities include organizing and operating instructional laboratories, leading to Laboratory Instructor. (Bryn Mawr)



### **Laboratory Instructor**

"The title of Laboratory Instructor refers to academic personnel whose primary responsibility is instruction in application of scientific methodology (the laboratory component of a course) and whose other responsibilities may include lecturing in a course. Laboratory Instructors hold full-time or part-time appointments for instruction, scholarship and service ... A Laboratory Instructor is under the direction of a faculty member." (Santa Clara U.) "Persons who teach or assist with laboratory courses in the Natural Sciences and Mathematics Division on a continuing basis may receive the title of Laboratory Instructor." (Colgate) "This is a quasi-faculty appointment intended to assist the regular faculty in certain laboratory science and other (e.g. language laboratory) offerings especially in lab preparations, equipment distribution and maintenance." (Suffolk U.) See also Senior Laboratory Instructor.

### **Laboratory Lecturer**

A title, virtually unique in the US to Bryn Mawr College, for a person with a Ph.D. having responsibility for "organization, operation, and maintenance of instructional laboratories including the training and supervision of graduate and undergraduate teaching assistants." (Bryn Mawr) Cf. Laboratory Instructor, Senior Laboratory Lecturer.

### **Ladder Faculty**

Faculty in the "ladder ranks," meaning that they are in the standard tenure-track promotional ladder from Assistant Professor (or below) to Associate Professor and then Professor. At Yale, holders of ladder appointments, regardless of whether and to what extent their salaries are supported by research grants, are expected over time to devote at least half of their time to teaching and related instructional duties. (Yale)

### **Language Lecturer**

The equivalent of [Lector](#) or Lecturer in Foreign Languages, one rank below Senior Language Lecturer. "Language lecturers are an integral component of language instruction at NYU. While the majority of language sections offered are taught by teaching assistants and instructors, language lecturers provide much needed coordination, continuity, and consistency in instruction." (NYU)

### **Learning Resources Specialist**

Someone who "acquires, manages, utilizes, and provides access to media materials and equipment in support of the instructional, research, and service programs of the university." The position requires at least a master's degree. (Ariz. State U.)

### **Lector**

A rank common in Europe but virtually unknown in the US except at Yale, where it is used to designate an untenured teacher of foreign language. The lower of a two-rank sequence including Senior Lector. "The rank of Lector is appropriate for individuals who



have native or near-native language proficiency and some training in language pedagogy, but who have had relatively little teaching experience. That experience might range from teaching during graduate training to fewer than three years of full-time teaching at the college level." (Yale) The reason a separate title is used is that the skills required for effective foreign language instruction are distinct from research and other teaching skills.

### **Lecturer**

1. Lecturers provide formal classroom or laboratory instruction in an academic discipline, either independently or under the general supervision of a faculty member. The primary duties of a Lecturer are effective delivery of instructional material, testing and grading. However, the degree of involvement in course and curriculum development, course scheduling, advising and subject matter expertise differs significantly depending on the prefix. "The title 'lecturer' is granted to a scholar invited to the University to give lectures or perform other teaching duties. The lecturer should possess the same qualifications as regular faculty members. The 'lecturer' title may also be granted to a person of high repute in a field of endeavor related to an academic discipline who has been invited by the University to give a series of lectures or otherwise render instruction. Tenure may not be awarded to a lecturer either initially or after an extended term. (U. Colorado at Boulder) The range of Lecturer titles also includes (in addition to the titles below) Assistant Lecturer, Associate Lecturer, College Lecturer, Continuous Lecturer, Convertible Lecturer, Distinguished Lecturer, Graduate Lecturer, Guest Lecturer, Laboratory Lecturer, Language Lecturer, Lecturer Convertible, Lecturer in Educational Practice, Lecturer in Foreign Languages, Lecturer Instructor, Lecturer Miscellaneous, Lecturer -- Non-Salaried, Lecturer with Continuing Appointment, Lecturer with Potential Security of Employment, Lecturer with Rank of, Lecturer with Security of Employment, Limited Term Lecturer, Master Lecturer, Medical Lecturer, Principal Lecturer, Professorial Lecturer, Senior Laboratory Lecturer, Senior Language Lecturer, Senior Lecturer, Senior Lecturer with Potential Security of Employment, Senior Lecturer with Security of Employment, Senior Staff Lecturer, Special Internal Lecturer, Special Lecturer, Staff Lecturer and "Lecturer with Rank of" positions.

2. A part-time, as opposed to a full-time instructional position. At the University of Alaska, for example, Lecturer is only a part-time appointment, while Instructor is only full-time. (U. Alaska) "This title series is primarily for persons who have an undergraduate degree in the disciplinary area of instruction or persons who possess an advanced degree and hold less than a 50% appointment and/or are appointed with no expectation of renewal." (U. Wisc.)

3. At Notre Dame, "a lecturer appointment is used for an individual who visits campus for a short time, typically only part of a semester, for the purpose of presenting lectures or teaching, and who will need access to University facilities and services." (Notre Dame)

### **Lecturer Clinical Specialist**

A highly specialized position apparently unique to the University of Pennsylvania School of Nursing. "These lecturer-clinical specialists are distinguished from the Faculty by their concentration on the supervision of the graduate student practice of primary care

or nurse-midwifery as opposed to the teaching of the theory of nursing. It is anticipated that these lecturer-clinical specialists will not be involved in the School of Nursing teaching activities outside the clinical major and their dominant roles will be to maintain a caseload of patients for on-going student practice and supervise that student practice." (U. of PA)

### **Lecturer Convertible**

A title, apparently in use only at Yale, indicating a successful candidate for assistant professorship who has not completed a Ph.D. at the time their appointments begin and are therefore appointed for one year at the rank of Lecturer Convertible. Cf. [Convertible Lecturer](#).

### **Lecturer in Educational Practice**

A title, unique to the University of Pennsylvania Graduate School of Education, for faculty responsible for supervising student teaching interns, certification practicums and teaching methods courses. Adopted in 1997 to combat high turnover among such professionals. (U. of Pa.)

### **Lecturer in Foreign Languages**

The equivalent of [Lector](#). See also Language Lecturer. (U. of Pa.)

### **Lecturer in Law**

Often used as a [Functional Title](#) for a Lecturer who teaches law, but only rarely an [Official Title](#), except at the University of Hawaii. "The title of Lecturer in Law is used for persons experienced in the law employed on a part-time basis by the School of Law for short-term teaching assignments." (U. Hawaii)

### **Lecturer Instructor**

A Lecturer with the rank of Instructor. (U. Utah) Apparently contradictory, the title makes sense because Instructor is a Tenure-Track rank, while Lecturer is not.

### **Lecturer Miscellaneous**

A title, apparently unique to the University of California at San Diego, "used only when someone is being proposed to teach for more than 2 weeks but less than a full quarter, who [does] not hold a current title with the University." (U. Ca. San Diego)

### **Lecturer -- Non-Salaried**

A title " for individuals who volunteer to teach or participate in an instructional function that requires an instructional title, e.g., serving on dissertation committees." "This title is used to appoint eminent scientists or scholars who may volunteer to assist in a course without compensation. It may also be used for appointees who require an instructional title for working with students, but will not be teaching or assisting in any course. This title may not be used for those individuals who have full responsibility for a course." (U. Cal. San Diego)

### **Lecturer Track**

"Appointments to the Lecturer Track are appropriate only for the performance of educational responsibilities that are, as certified by a decision of the regular faculty of the academic department concerned, so specifically focused as to be inappropriate for regular faculty, but require the employment of persons of sufficiently high caliber and specific talent as to justify the conferring of faculty status in order to attract and retain them, without requiring of them all the activities normally expected of regular faculty members." The Series is {Lecturer, Senior Lecturer, Principal Lecturer}. (Carnegie Mellon)

### **Lecturer with Continuing Appointment**

A title apparently unique to Princeton University. (Princeton) See Continuing Appointment.

### **Lecturer with Potential Security of Employment**

A potentially permanent position leading to Lecturer with Security of Employment, equivalent to the Tenure Track. A professionally qualified appointee not under consideration for appointment as professor, whose services are contracted for certain teaching duties for a fixed term. Sometimes abbreviated Lecturer PSOE. (U. Cal. Santa Cruz) Cf. Lecturer with Security of Appointment.

### **Lecturer with Rank of Assistant Professor**

As the term implies, a nontenured Lecturer position equal in rank to that of Assistant Professor. This usage is prevalent at Princeton, which makes no other distinction among Lecturer titles. (Princeton)

### **Lecturer with Rank of Associate Professor**

See Lecturer with Rank of Assistant Professor. (Princeton)

### **Lecturer with Rank of Professor**

See Lecturer with Rank of Assistant Professor. (Princeton)

### **Lecturer with Security of Employment**

A post for professionally qualified appointees not under consideration for appointment as professor, whose services are contracted for certain teaching duties. The appointment carries "security" because the incumbent may be terminated only for "good cause." See [Security of Employment](#). Sometimes abbreviated Lecturer SOE. (U. Cal. Santa Cruz) Cf. Senior Lecturer with Security of Employment.

### **Lecturing Fellow**

A Non-Regular position on the Instructional Faculty at Duke University, especially the Law School. (Duke) See also Senior Lecturing Fellow.

### **Letter of Academic Title**

A document, apparently issued solely by the University of New Mexico, granting a physician an academic appointment at a medical school to "those researchers who need an affiliation with the University while working on their collaborative work." (U. New Mexico)

## **Letter of Appointment**

One, but not the only, mechanism for appointing an academic to a position. "Every full-time member of the faculty holds an annual Letter of Appointment, signed by the President of the University, stating his or her academic rank for the year of the appointment, together with salary and estimated total compensation." (Santa Clara U.) For certain positions, some institutions dispense with a letter of appointment altogether and require execution of a contract, e.g. with the Board of Regents. (U. Mont.) "A letter of appointment is written to the applicant and signed by the appropriate dean and the Senior Vice President and Provost. The appointment letter will specify the rank, the salary, exact terms of the appointment, and any special conditions pertaining to the particular appointment. These special conditions may include specifications in the faculty member's letter regarding research assignments, obtaining research grants or other outside funding, and other special conditions related to teaching assignments. In addition, the letter will specify the conditions of the employment period, including its length and the conditions under which tenure may be earned. Finally, the letter of appointment will specify a deadline date by which time a written reply is expected." (Hamilton Coll.) At Portland State University, a Notice of Appointment. (Portland St. U.)

## **Librarian**

1. In view of the nature and importance of library professionals to the work of educational institutions, it is appropriate and necessary that they be recognized as faculty members and afforded the protections of tenure and other academic freedoms. However, there is no uniformity among institutions whether the Librarian ranks carry Tenure, some form of Pseudo-Tenure or are simply term appointments. Numerous Librarian titles are in use, generally paralleling the Professor ranks. In addition to the entries here under "Librarian" and "Library," see also Affiliate Librarian, Assistant-In Libraries, Assistant Librarian, Assistant Professor Librarian, Assistant University Librarian, Associate-In Libraries, Associate Librarian, Associate Professor Librarian, Associate Senior Librarian, Associate University Librarian, Beginning Librarian, Deputy Librarian, Distinguished Librarian, General Librarian, Instructor Librarian, Principal Librarian, Professor Librarian, Senior Librarian, Senior Assistant Librarian, Senior Associate Librarian, Senior Associate University Librarian, Staff Librarian, University Librarian and related tracks under [Archivist](#) and [Curator](#). Librarians often simply have titles in the [Professor](#) Series. At some institutions, such as Columbia, the Librarian ranks are distinguished by a Roman numeral suffixes, e.g. Librarian IV. (Columbia) "Librarians have faculty rank and status, thus signifying the integral part they play in the teaching and learning processes. In addition to faculty status and rank, library faculty have position-titles assigned by the Dean of Libraries which describe their specific duties in the operation of the library." (Coll. of Charleston) See also Officer of the Libraries.

2. A rank in the Library equivalent to Professor, calling for "extensive administrative experience in which responsibility and judgment of an independent nature are required. The individual should be capable of exercising the top administrative functions of the library. Librarians assist in the administration of all aspects of library service and operation and share in the formulation and execution of policy." (LSU)

## **Librarian Assistant Professor**

The equivalent of Assistant Professor Librarian. (U. Miami)

**Librarian Associate Professor**

The equivalent of Associate Professor Librarian. (U. Miami)

**Librarian Instructor**

An Instructor Librarian. (U. Ga.)

**Librarian Professor**

The senior Librarian rank, equivalent to Professor. (U. Miami) Also Professor Librarian.

**Library Assistant Professor**

The equivalent of Assistant Professor Librarian (U. Vt.)

**Library Associate**

A non-faculty library academic title equivalent to [Associate](#). The incumbent "must have graduated from a regionally accredited college or university or have extensive (4 or more years) library experience. Library Associates are expected to perform the simpler and specialized library routines under the supervision of a professional librarian." (LSU)

**Library Associate Professor**

The equivalent of Associate Professor Librarian (U. Vt.)

**Library Faculty**

The institution's Librarians, sometimes including the Archive Faculty. "Professional personnel of the Library." (Wash. St. U.) At most institutions, librarians are members of the Regular Faculty and thus eligible for tenure. Except for Joint Appointments, they are not associated with any department but comprise the Library Faculty. See also [Librarian](#). At other institutions, the Library Faculty form part of the Administrative Faculty. (N.M. Highlands U.) "The Librarian Faculty shall consist of those faculty serving in the libraries of the University who hold the rank of Librarian Professor, Librarian Associate Professor, or Librarian Assistant Professor and who perform normal professional duties in the libraries, but are not required to undertake scholarly research. Librarian Faculty are full-time but shall not hold tenured or tenure-earning appointments." (U. Miami)

**Library Instructor**

The equivalent of Instructor Librarian (U. Vt.)

**Library Lecturer**

The Library Faculty rank equivalent to Lecturer. (Nicholls State U.)

**Library Professor**

The equivalent of Professor Librarian (U. Vt.)

**Limited Appointment**

1. A limited appointment is one which is terminated at the close of a period of time specified in writing to the appointee. (Emory) An appointment to the Limited-Term Faculty. A synonym of Fixed-Term Appointment. See also Casual Appointment. Cf. Continuous Appointment.
2. A species of Reduced Appointment. "Any Tenured faculty member with a minimum of ten (10) years of full-time service at the University may, by mutual agreement between the faculty member and the Board, be assigned not less than one-quarter (1/4) of the faculty member's normal workload and be provided a corresponding proportion of the faculty member's salary. The faculty member shall be required to establish a termination date when applying for Limited appointment status." (N. Mich. U.)

### **Limited-Term Faculty**

At some institutions, a term used to denote nontenured faculty. "Faculty on a limited-term status are appointed annually with a one-year contract which may be renewed a maximum of four times. Under no circumstances does a limited-term contract convey the expectation or possession of a tenure-track or tenured appointment." (U. of St. Thomas)

### **Limited-Term Appointment**

Another term for Fixed-Term Appointment or Limited Appointment.

### **Limited Term Lecturer**

A Lecturer hired for a specific course or courses for a specific semester, with no intent or implication that the incumbent will be employed on an ongoing basis. (Purdue) Note that this designation is different from Limited-Term Faculty, since both Limited Term Lecturers and Continuous Lecturers are untenured. "A Limited-Term Lecturer is appointed to teach specific courses full-time on a one-semester contract. The Limited-Term Lecturer position is to be used only to replace full-time faculty members who are on leave, sabbatical, or absent because of some unforeseen circumstance and is not repeatable for consecutive semesters." (S.W. Mo. St.)

### **Line**

The equivalent of "Track," as in the Tenure "Line." (Stanford)

### **Manuscript Specialist**

A Functional Title for a position usually considered part of the Library Faculty (U. Mo.)

### **Marine Instructor**

Title for ROTC Marine faculty at Vanderbilt University. (Vanderbilt)

### **Master Artist**

An unranked, nontenured instructional position at New York University. (NYU)

### **Master Faculty Specialist**

A senior Faculty Specialist position, equivalent to Associate Professor. (W. Mich. U.)

### **Master Lecturer**

At a small number of US institutions, a rank above Senior Lecturer. At Metropolitan College of Boston University, the title means that the incumbent possesses a terminal degree and has demonstrated excellence in teaching and professional activities for at least ten years. (Boston U.)

### **Master Teacher**

1. A title awarded to exceptional faculty for teaching excellence, sometimes accompanied by a reduction in teaching load or additional compensation. (Eastern Nazarene Coll.)
2. See also Clinical Master Teacher. (NYU)
3. A staff position in a School of Education, for example, as a lead teacher or in planning, developing and managing classroom activities. (U. So. Carolina)

### **Master Teaching Clinician**

A Contract Faculty position at the University of North Texas. (U. of N. Texas)

### **Medical Lecturer**

"As a member of the faculty, ... a medical lecturer shall perform teaching, a variety of clinical and administrative duties and related faculty duties on a full-time basis." (CUNY)

### **Medical Professor (Clinical)**

"It shall be the responsibility of ... medical professors (clinical) to perform teaching, research, patient care and guidance duties. They shall also, among other things, be responsible for committee and program related assignments with the division, department, academic unit or university." (CUNY)

### **Medical School Assistant Professor**

See Medical School Professor (U. Md., formerly)

### **Medical School Associate Professor**

See Medical School Professor (U. Md., formerly)

### **Medical School Professor**

A position on the Clinical Faculty of a medical school, as opposed to the Regular Faculty, with equivalent rank of Professor (U. Md. formerly)

### **Member (generally)**

At some universities, membership in the Graduate Faculty is denoted by a separate series of titles, including Affiliate Member, Associate Member, and Member (short for Full Member). These designations are used in conjunction with usual faculty titles, as in "Assistant Professor, Associate Member, Graduate Faculty." At LSU, to be eligible for Member, an incumbent must hold the rank of at least Associate Professor in a department offering graduate studies and have experience in supervising dissertations. (LSU)

### **Member of the Faculty**

1. A generic designation for a person who belongs to the faculty of an educational institution.
2. Rarely, the sole academic title at an institution that eschews rank distinctions, such as Evergreen College in Olympia, Washington. Sample usage: "Member of the Faculty (Biology)." (Evergreen Coll.)
3. At Harvard Medical School, the title "is reserved for an individual holding a primarily administrative position in the school." (Harvard)

### **Mentor**

A term imbued with qualities of guidance and leadership, but only rarely used as a formal title. Instead, it suggests the role of advisor or guide, often a senior faculty member chosen to provide advice to new junior faculty. (S.W. Mo. St., U. Ind.) Commonly used in medical schools to refer to a faculty member supervising a student's research activities. (Duke) See also Meritorious Graduate Faculty Mentor, Senior Mentor.

### **Meritorious Graduate Faculty Mentor**

An honorary title, unique to Howard University, reserved for persons who have been members of the Graduate Faculty for an uninterrupted period of ten years following tenure.

### **Military (generally)**

Various academic programs call upon military officers to provide instruction. This raises the issue of appropriate academic rank since serving officers possess credentials not commonly seen in universities. The policy at the University of Mississippi is illustrative: "For academic purposes, the rank of Professor is assigned to colonels in the Air Force, Army, and Marine Corps and to captains in the Navy who are assigned to duty on the campus. The other ranks are: Associate Professor--Lieutenant Colonel, Major, Commander, and Lieutenant Commander. Assistant Professor--Captain, First Lieutenant (Army, Air Force, and Marine Corps), Lieutenant, Lieutenant Junior Grade (Navy). Instructor--All others in the armed forces who teach classes in R.O.T.C. Assistant--All others below the above ranks who are in a non-academic capacity." (U. Miss.)

### **Military Instructor**

An Army ROTC title at Vanderbilt University. (Vanderbilt)

### **Modified Rank**

A rank preceded or followed by a modifier, such as Practice or Clinical, indicating that the holder is not part of the Regular Faculty. At some institutions only one modifier is permitted in a title, e.g. at the University of Arkansas, "Only one modifier may be used in any title, i.e., visiting assistant professor or research assistant professor, but not visiting research assistant professor." Cf. Unmodified Rank.

### **Modified Service**

A reduced workload, and concomitant reduced pay, afforded to retired faculty members who wish to continue teaching. "The Board of Regents, upon the recommendation of the



appropriate Executive Vice Chancellor, Chancellor and, when appropriate, the president of the affected component institution, may appoint a person who has retired to modified service ... Appointment to modified service shall be without tenure, for not more than one academic year and shall not exceed one-half time." (U. Tex. Austin)

### **Multi-Year Appointment**

"Multi-year appointments are Term Appointments for more than one year." (U. Mich.) Note that a tenured appointment is not a Multi-Year Appointment under this definition because it is not a Term Appointment.

### **Multiple Appointment**

"An individual may be appointed to more than one category of "officer." The primary appointment ... governs that individual's appointment with respect to appointment, reappointment, and conditions of employment." (U. Vt.)

### **Museum Associate**

This term is to be for an individual who has developed competence in some area of the Museum's interest and who is not eligible for another title currently in use by the University or proposed here; these persons would have sufficient competence to be of instructor rank." (U. Colorado at Boulder)

### **Museum Associate Curator**

A "regularly appointed member of the ... faculty in some other department whose research interests would normally associate him/her with the Museum or who has an expertise necessary for the proper identification of collections." (U. Colorado at Boulder)

### **Museum Curator Adjoint**

An "individual not employed by the [institution who works] for someone who has a Ph.D. degree or through experience has acquired equivalent proficiency. Specifically, this title would be used for people who are retired from other universities and living in the ... area, people who have developed on a vocational basis significant competence in natural history areas, or for professionals in industry who have such competence. These individuals would be more involved with collections than instructions, hence curator adjoint rather than professor adjoint." (U. Colorado at Boulder)

### **Museum Professional**

A member of the professional staff who has responsibility of managing and protecting a collection of valuables as in a museum. (Ariz. State U.)

### **Named Professor**

Awarded to a distinguished faculty member in a specific discipline who is supported wholly or in part by funds given for this purpose. These appointments are generally made on a one-year or other short-term basis, subject to renewal depending on the practices and customs of the school in which the appointment is made.

(U.S.C.) Sometimes confused with an Endowed Chair, although some positions, such as the Gibbs Instructorship at Yale, are both Named and [Endowed](#).

### **Naval Instructor**

A title unique to Vanderbilt University for faculty in the Navy ROTC program. (Vanderbilt)

### **Non-Instructional Faculty**

The purposes of the non-instructional assignments are: (a) to contribute to the professional growth of the faculty; (b) to improve the teaching and the curriculum across the University; and (c) to enhance scholarship and the academic excellence of the University in ways that cannot be accomplished under the constraints of regular workload assignments. It is recognized that these purposes might be served by granting non-instructional assignments to promising faculty members with a variety of professional profiles, ranging from those who have engaged in little non-instructional work because of large teaching loads to those who have already distinguished themselves in non-instructional areas." (Tenn. Tech.) Cf. Instructional Faculty.

### **Non-Principal Faculty**

Faculty with adjunct, clinical or joint appointments "who contribute to the [institution's] mission through part-time or voluntary participation in teaching and/or research, including clinical teaching and/or research ... but their percent effort is less than the threshold required for Principal Faculty ." (Texas A&M) Cf. Principal Faculty.

### **Nonregular Faculty**

Any faculty member other than [Regular Faculty](#). (U. Mo.) "Besides the members of the [Regular Faculty](#), other members of the faculty include visiting, adjunct, concurrent, guest, and retired emeritus and emerita faculty, and lecturers." (Notre Dame) This definition is not universal. At some institutions, a nonregular faculty member "is a person who works less than full-time or who works full-time but is not appointed to a position that will last more than six consecutive months." (Morehead St.)

### **Non-Resident Professor**

An informal designation for a faculty member who holds a title at one institution but is based at another. Often such an appointment is subsumed by the Adjunct category.

### **Non-Standing Faculty**

A infrequent term in used to mean Associated Faculty. (U. of Pa.) Cf. Standing Faculty.

### **Non-Student Postgraduate Researcher**

"Non-student PGR's are engaged in research. This title is not an entry level into the professional research series, although it may be possible to advance into that series when and if the appointee meets the qualifications." (U. Ca. Davis)

### **Non-Teaching Faculty**

One of many portions into which the faculty may be divided based on function. The term is just as ambiguous as Teaching Faculty, however. Non-teaching faculty "provide

key academic services but not primarily in the classroom [and] consist of such persons as the registrar, the director of mentored ministry, professional librarians, and administrators (who sometimes teach)." (Lincoln Christian Coll.) Cf. Teaching Faculty.

### **Nontenable Rank**

A rank in a Series that cannot lead to [Tenure](#). A synonym of Untenable Rank. Cf. Tenurable Rank.

### **Non-Traditional Track**

A promotion sequence other than the Traditional Track. "This track is aimed at those who provide functions that are critical for an academic health center, but whose responsibilities may not include the effort in teaching, research, and clinical service that are present in other faculty tracks. Such functions may include, but are not limited to, the provision of patient care; directing a research or clinical laboratory; the contribution of information (e.g., statistical consultation or analyses); providing support systems for academic endeavors (e.g., computer technology, informatics, networking, and software development)." (U. Conn.)

### **Notice Contract**

"A notice contract is a one-year contract issued to an untenured probationary faculty member who the University has determined is qualified for retention, but who cannot be retained at the moment, for financial reasons or the restructuring of academic units. If circumstances change, faculty members with notice contracts may be offered more permanent appointments." (U. N.M.) Not, as one might expect, a contract that can be terminated upon the giving of notice. At some institutions a notice contract is of greater stability than a Term Contract because it may carry an expectation of reappointment: "A faculty member with a notice contract may expect the contract to be renewed unless otherwise notified pursuant to the terms of the applicable contract." (Southwestern Coll. KS)

### **Nursery School Assistant**

A "graduate student who assists in the teaching and activity programs of the [university] nursery school." (U. Cal.)

### **Nursery School Teacher**

An academic position responsible for planning the programs of teaching and activity of a university nursery school. (U. Cal.)

### **of Indefinite Duration**

A designation indicating that an appointment is nontenured. Abbreviated OID. (Harvard) Cf. [of Unspecified Duration](#). The most confusing term in this Handbook. Logically, "of Indefinite Duration" ought to mean Indefinite Tenure, i.e. Tenure. But it does not. The Harvard term for tenure is [without Limit of Time](#), which would seem to mean the same thing.

### **of Professional Practice In**

A suffix designating faculty who have substantial professional experience and expertise but who may lack the scholarly training and credentials expected of the research faculty. (Columbia) Sample usage: "Associate Professor of Professional Practice in Surgery," which is certainly difficult to fit on a business card. See [Practice Faculty](#).

### **of Unspecified Duration**

A designation for term nontenured part-time appointments. Abbreviated OUD. (Harvard) Cf. [of Indefinite Duration](#), [without Limit of Time](#).

### **Off-Campus Faculty**

"Off-campus or extension faculty teach at sites separate from the main campus." (U. La. Lafayette)

### **Off-Ladder Rank**

A rank not in the Tenure Track. (Barnard Coll.) Cf. Ladder Faculty.

### **Off-Scale**

"The salary for an appointee at a certain rank and step is designated as off-scale if the salary is higher than the published salary at the designated rank and step for the relevant title series." (U. Cal. San Diego) See also Above Scale.

### **Officer of Extension**

A member of the Extension Faculty at the University of Vermont. (U. Vt.)

### **Officer of Instruction**

Not a title *per se*, but a synonym at Columbia University for a member of the Teaching Faculty as opposed to a member of the Research Faculty, who is known as an Officer of Research. (Columbia) Students who teach are commonly regarded as officers of instruction but are not faculty members. The situation is complicated slightly by the fact that Officers of Instruction are not in fact officers of the institution in any legal sense.

### **Officer of the Libraries**

Not a title *per se*, but a synonym at Columbia University for members of the Library Faculty, who are untenured. (Columbia) "This category consists of the Library Instructor, Library Assistant Professor, Library Associate Professor, and Library Professor." (U. Vt.)

### **Officer of Research**

Not a title *per se*, but a synonym at Columbia University for a member of the teaching faculty as opposed to a member of the research faculty, who is known as an Officer of Research. (Columbia) Cf. Officer of Instruction.

### **Official Title**

The title stated in one's letter of appointment. The Official Title must be one that the institution is authorized to confer by its by-laws or other organic document. See [Title](#). Some institutions require the Official Title to be used in certain contexts, as on stationery. Cf. Working Title.

**OID**

Abbreviation for [of Indefinite Duration](#).

**on Term (generally)**

A suffix indicating that the incumbent holds only an appointment for a term of years and thus is not tenured. Normally confined to the rank of Associate Professor or equivalent. See, e.g. [Associate Professor on Term](#).

**Open-Ended Appointment**

"Open-ended appointments are appointments that do not have a specified ending date. Tenured instructional faculty and most research scientists are on open-ended appointments." (U. Mich.) Cf. Closed-Ended Appointment.

**Operational Title**

"An individual employee may also be hired into a position using a Operational Title. This title is associated with the person, rather than the position, and is used as the Directory title. When the employee leaves the position, the Operational Title ceases to be in effect. Operational titles need not correspond to the position's Classification Title; however, the Classification Title legitimately assigned to the job can be used as the Operational Title." (U. N.H.)

**Ordinary Faculty**

The [Regular Faculty](#) or Core Faculty. "Those members of the faculty who, by reason of their qualifications, have been appointed to one of the four full-time ranks constitute the Ordinary Faculty of the University." (Georgetown) This designation has the distinction of having been the subject of a court interpretation in *Katz v. Georgetown Univ.*, 246 F.3d 685, 288 (D.C. Cir. 2001). The issue was whether Prof. Katz was a member of the Ordinary Faculty and thus entitled to a one-year notice of the elimination of his position. Cf. Special Faculty.

**Other Faculty**

Faculty other than [Regular Faculty](#). "Other Faculty appointments are not tenured and do not accumulate credit towards tenure ... Other Faculty are appointed for a fixed term of not more than three years ... Other Faculty appointments are made only for positions in which the principal responsibilities are classroom teaching, or scholarship or creative work, or some combination of these." (Santa Clara U.)

**OUD**

See [of Unspecified Duration](#).

**Outreach (generally)**

The interaction between an institution and its surrounding community and society in general. Activities that are directed outward toward the external constituency rather than the institution's own students. "Outreach is teaching, research, and service that engages the University with external constituencies. Outreach activities generate knowledge, share resources, and apply the expertise of the [institution] in ways that advance both the public good and University and unit missions." (U. Mass

Amherst) "'Outreach' has the meaning of extending our services beyond the boundaries of the university." (U. Nev. Reno)

### **Outreach Assistant Professor**

A rare title used for a member of the [Outreach Faculty](#). (U. Minn.)

### **Outreach Associate Professor**

A rare title used for a member of the [Outreach Faculty](#). (U. Minn.)

### **Outreach Faculty**

Faculty engaged primarily in [Outreach](#) activities. The Series is {Outreach Assistant Professor, Outreach Associate Professor, Outreach Professor}.

### **Outreach Professor**

A rare title used for a member of the [Outreach Faculty](#). (U. Minn.)

### **Overseers Professor**

At the University of Pennsylvania, which has a Board of Overseers, the equivalent of Regents Professor. Sometimes Board of Overseers Professor. A very rare Honorific, apparently unique to the University of Pennsylvania. (U. Pa.)

### **Part-time (generally)**

A term with no generally accepted meaning. It doesn't even necessarily mean "less than full-time." At the University of Mississippi, for example, the definition "includes (1) part-time employed fully engaged in teaching university classes, and (2) full-time employees in other than academic units holding faculty rank." (U. Miss.) "Part-time faculty are defined as those carrying less than 75 percent of the full-time load." (Seattle Pacific U.)

### **Partial Appointment**

"A partial appointment is an appointment that is less than 100% effort." (U. Mich.)

### **Participating Faculty**

"Participating Faculty are officers of instruction who assist the University in teaching and research in varying degrees. The appointment may be full-time or part-time. Participating Faculty are not on a Tenure Track and are not entitled to continued reappointment." (Marquette)

### **Per-Course Faculty**

1. "A per course faculty member is a part-time teacher appointed on a semester basis to teach no more than six semester hours. Per course faculty members always receive a one-semester contract only, and employment terminates automatically at the end of the semester." (S.W. Mo. St.)

2. Faculty who serve an institution in a part-time capacity as lecturer, senior lecturer or affiliate adjunct. (Our Lady of Holy Cross Coll.)

### **Performance (generally)**

A suffix (applied in parentheses) to academic ranks involving instruction in the performing arts. Sample usage: "Professor of Violin (Performance). "In everyday usage, the parenthetical designation may be removed from the titles of Assistant Professors, Associate Professors, and Professors holding non-tenure [Line](#) appointments, but it is to remain in their titles in official publications, personnel files, appointment and promotion papers, administrative records, and other similar contexts." (Stanford)

### **Performer-in-Residence**

"The description of this position is basically equivalent to that of artist-in-residence, except that the holder is a distinguished practitioner of the performing arts whose service to the university and the community may include performances available to the university community and to the region." (Old Dominion)

### **Permanent Appointment**

"An appointment of more than one year that has no specified end date." In other words, not necessarily a permanent appointment. (U. Cal. S.F.) An "appointment of a faculty member to a professional title ... which continues until a change in such title, resignation, retirement, or termination." (SUNY Potsdam) Cf. Temporary Appointment.

### **Permanent Tenure**

A term used at many institutions, equivalent in meaning to Tenure. (N.C. State)

### **Personal Rank**

An appointment based on the qualifications of the incumbent rather than the responsibilities of the position. In a system of personal ranks it is possible to receive regular promotions without a change in the nature of one's job. Library Faculty typically follow personal ranks. (U. Mich.) Cf. Position Rank.

### **Position Rank**

An appointment carrying Rank based not on the personal capabilities of the incumbent but on the responsibilities of the position. Cf. Personal Rank.

### **Postdoctoral Associate**

"A Post-Doctoral Associate is an individual who performs complex research activity under the supervision of a Principal Investigator." (Rutgers) "Appointments to special research faculty ranks, except the rank of postdoctoral associate, are indefinitely renewable." (Va. Tech.)

### **Postdoctoral Fellow**

A "person who has earned the doctorate (or its foreign equivalent) or the appropriate legal, medical, or dental degree but who is not an applicant or candidate for a degree ... Postdoctoral Fellows shall engage in research or teaching under the direction of a department of this University." (Marquette) "A Post-Doctoral Fellow is an individual who receives a grant for post-doctoral study and training." (Rutgers)

### **Postdoctoral Research Associate**



"An individual who holds a doctoral degree and is engaged in a program of advanced research and training carried out by the guidance of University faculty, but which program does not lead to a graduate degree." (U. Miss.)

### **Postdoctoral Research Fellow**

"An individual who holds a doctoral degree and is engaged in an independent program of research and training. The award is of the non-service fellowship type for which no compensation is paid." (U. Miss.) A "person engaged in research work in a specialized subject area for specific funded research projects. The fellowship is primarily for the benefit of the individual to aid the pursuit of study or research, and appointments are normally made for a period of up to three years." (U. R.I.)

### **Postdoctoral Researcher**

"Only individuals whose primary responsibility is conducting research and who often are paid from grant or contract funds are to be appointed to [this rank ... and] must possess a Ph.D. or equivalent degree. They are expected to assist and perform specialized research routines under the general supervision of a member of the professorial ranks." (U. Mont.) See also Senior Postdoctoral Researcher.

### **Postdoctoral Scholar**

A member of the Research Faculty. The incumbent has "a doctoral degree in the discipline and will conduct research under the supervision of a faculty member holding professorial rank." "In general, a postdoctoral research associate performs experiments in a scientific laboratory while a postdoctoral scholar engages in more theoretical research, often with computer data bases or in a library or archive and not usually in a scientific laboratory." (U. Mont.)

### **Postgraduate Researcher**

"This title is most often given to relatively short term researchers such as visiting students." (U. Cal. S.F.)

### **Post-MD**

Academic title for an MD who is gaining practical experience through service in a hospital. The lowest rank, Post-MD I, is equivalent to Intern. The next rank, Post-MD II-IV, are equivalent to Resident. (U. Cal.) See also Chief Post-MD Officer, equivalent to Chief Resident. (U. Cal.)

### **Post-Retirement Faculty**

Former regular faculty members who have retired with a post-retirement teaching contract. (Evergreen Coll.) Cf. Emeritus.

### **Potential Security of Employment**

Abbreviated PSOE. See Lecturer with Potential Security of Employment. Cf. [Security of Employment](#).

### **Pre-Collegiate Faculty**



College-level faculty who teach students who have not yet entered undergraduate school, particular in music performance. The Series is {Artist Teacher of, Senior Artist Teacher of}. (Vanderbilt)

### **Practice Faculty**

Nontenured faculty who are not required to engage in research but generally teach and practice professional activities. These ranks allow the institution to retain excellent teachers and dedicated administrators without the need for these persons to qualify for tenure based on research performance. Decisions about appointment, renewal, and promotion of practice faculty are based on assessment of teaching and service and on the stated departmental needs in these areas. (Duke). "This category is intended for associate professors of practice and full professors of practice ... who continue to carry on distinguished practices in their field, and whose skills and knowledge are essential to the educational process. (U. Pa.) See [Professor of the Practice of](#). Though often a component of a medical school, the Practice Faculty may include artists, lawyers, architects, etc. Practice Faculty titles are composed in several ways; commonly the word "Practice" is used as a prefix or parenthetical suffix. Examples: "Practice Associate Professor," "Assistant Professor (Practice)."

### **Practice Professor**

The highest Rank in the [Practice Faculty](#), directly above Practice Associate Professor.

### **Practitioner**

A medical school Track for persons associated contractually with the institution but who are immersed in clinical practice. "Their value to the school is that they provide clinical services to patients, refer patients to ... clinical programs, may have been established in practice by the school, and/or may serve as an outpatient site for teaching. Scholarship is not essential, but is encouraged, particularly in terms of collaborating with or assisting other ... faculty members. Education is also of secondary importance in relation to service but is encouraged as well, particularly clinical supervision of medical students, residents and other clinical trainees." (Medical Coll. of Ohio)

### **Preceptor**

The term Preceptor is quite old. It is referenced in *An Account of the College of New Jersey* (1764), but does not appear to have been a formal title until Woodrow Wilson introduced it in 1905 at Princeton (the modern name for the College of New Jersey), where it is no longer conferred as a formal title except for Bicentennial Preceptor and University Preceptor. The concept of a Clinical Preceptor is common in medical schools, but it is only occasionally employed as a formal title. See also Senior Preceptor.

1. A title having several varied meanings, covering nontenable positions from the very junior, as at Columbia, to the very senior, as at Boston University. At Columbia, a preceptor a full-time candidate for a doctoral degree who has completed the residence requirement for that degree and who is appointed for not more than three consecutive years to offer part-time instruction under the direction and supervision of an officer of higher rank. A preceptor's teaching load may not exceed two course sections a term. A preceptor in the Graduate School of Arts and Sciences will have normally completed the

stated requirements for the M.Phil. degree. (Columbia) At Boston University, the title is used in the English and Modern Foreign Languages and Literatures Departments for a rank roughly equivalent to Master Lecturer, namely someone with at least ten years of demonstrated teaching excellence. (Boston U.) At Brown, the rank describes faculty in any of the professions (e.g. writing, law, teaching, journalism) on renewable term appointment who provides instruction in the practice of the profession.

2. "This rank describes faculty in any of the professions (e.g. writing, law, teaching, journalism) on limited, i.e. term appointments, who provide instruction in the practice of the profession." (Brown) The term is particularly prevalent in medical schools. "A preceptor is an experienced nurse practitioner or physician who agrees to both assist and evaluate ... students as they go through the clinical program." (Loyola New Orleans)

3. An unranked, untenured position "designed to free those faculty from what to them are the possible detrimental effects of the regular ranking system ... A Preceptor has all the rights, benefits and responsibilities of a full-time faculty member, but does not hold any customary academic rank as indicated above, nor is s/he granted tenure ... the Preceptor rank is considered as equivalent to the upper two academic ranks." (Hope Coll.)

### **Prefixed Title**

A Rank preceded by a modifier such as Adjunct, Clinical, Research, etc., denoting a nontenured position, e.g. Clinical Assistant Professor. (Thomas Jefferson U.) A title for a Modified Rank.

### **Presidential (generally)**

A prefix denoting an Honorific title whose recipient is generally chosen by the President of the institution, often after considerable consultation with senior faculty.

### **Presidential Professor**

An uncommon Honorific. "Individuals who are under consideration for appointment to the university faculty may, under exceptional circumstances, be appointed by the president to the rank of Presidential Professor. This rank is reserved for selected individuals whose achievements exemplify the highest goals of scholarship as demonstrated by recognition accorded to them from peers with national and international stature, and whose record includes evidence of a high dedication to teaching." (U. Utah)

### **Presidential Research Professor**

A post established at Northern Illinois University in 1982 in recognition and support of the research and artistic mission of the university. Recipients are selected on the basis of significant and sustained scholarly or creative work, including the achievement of national or international reputation in their individual fields. After four years, the incumbent becomes a Distinguished Research Professor. (N. Ill. U.)

### **Presidential Teaching Professor**

A title apparently awarded only at Northern Illinois University and the University of Maryland (Baltimore). "The NIU Presidential Teaching Professorships were established in 1991 to recognize and support faculty who excel in the practice of teaching.

Recipients of this award have demonstrated over time their commitment to and success in the many activities associated with outstanding teaching ... After four years as a Presidential Teaching Professor, each of these eminent faculty members is designated a Distinguished Teaching Professor." (N. Ill. U.)

### **President's Teaching Scholar**

The highest career teaching rank at the University of Colorado. The "appointment of a faculty member as a President's Teaching Scholar represents the achievement of national or international recognition for exciting and original research in the discipline as evidenced by publications, and indicates that the appointee's creative work is of such character that the faculty member's presence elevates the standards and expectations of teaching and scholarship of colleagues both within their academic field and beyond." (U. Col. Boulder)

### **Prestige Appointment**

A term apparently unique to the University of Toledo. "An adjunct appointment may be made without specified duties at no salary for the purpose of associating an individual with an academic program of a department. Such prestige appointments shall be for one (1) year or less and may be renewed." (U. Toledo)

### **Primary Appointment**

Generally, the appointment whose compensation accounts for more than half of the incumbent's salary. Every other appointment is a Secondary Appointment.

### **Primary Faculty**

All tenured, tenure track and in residence faculty. (U. Cal. S.F.)

### **Primary Research Scientist**

A Track and a title at the University of Michigan for faculty whose primary responsibility is research created specifically to distinguish them from both the instructional faculty and from other research support staff. The Series is {Research Investigator, Assistant Research Scientist, Associate Research Scientist, Research Scientist}. (U. Mich.)

### **Principal (generally)**

A prefix denoting the highest rank of nontenured faculty at some institutions, equivalent to Professor. The prefix may be followed by a variety of designations indicating the incumbent's field of expertise. Examples: Principal Research Programmer/Analyst, Principal Research Scholar. Sample Series: {Research Scientist, Senior Research Scientist, Principal Research Scientist}. (Carnegie Mellon).

### **Principal Agent**

A tenured Cooperative Extension position equivalent in rank to Professor. (U. Md.) See Agent. (Frostburg St.)

### **Principal Archivist**

The highest rank in the Archivist Track, equivalent to Professor. (Carnegie Mellon)

**Principal Faculty**

Faculty "who make a significant contribution of effort to the missions of the [institution] in either the Tenure Track or the Non-Tenure Track." (Texas A&M) Cf. Non-Principal Faculty.

**Principal Investigator**

Not an academic title, but an administrative research role. "The principal investigator is the project director of a research grant or contract with legal responsibility for seeing that the work is carried out according to the terms, conditions, and policies of both the sponsor and the university. The principal investigator is responsible for the intellectual integrity of the work and for all required narrative and technical reports." (Harvard)

**Principal Lecturer**

The highest rank in the Lecturer Track, equivalent to Professor. (Carnegie Mellon)

**Principal Librarian**

The highest rank in the Librarian Track, equivalent to Professor. (Carnegie Mellon)

**Principal Research Associate**

The highest rank of Research Associate, equivalent to Professor. (MIT)

**Principal Research Engineer**

The highest rank of Research Faculty at some institutions, equivalent to Professor. (Carnegie Mellon, Johns Hopkins)

**Principal Research Fellow**

A very senior title, common in Australia and the UK, but virtually never granted at academic institutions in the US.

**Principal Research Scholar**

The highest Research Staff rank in the Research Scholar Series. (Johns Hopkins)

**Principal Research Scientist**

The highest rank of Research Faculty at some institutions, equivalent to Professor. (Carnegie Mellon, Johns Hopkins)

**Principal Systems Engineer**

The highest Systems Faculty position, with rank equivalent to Professor. (Carnegie Mellon)

**Principal Systems Scientist**

The highest Systems Faculty position, with rank equivalent to Professor. (Carnegie Mellon)

**Pro Rata Faculty**

"A pro-rata faculty person may be a former full-time faculty member who has chosen to semi-retire, a part-time faculty member, an administrator who has semi-retired with a

part-time teaching appointment, or a staff or administrative person who is a full-time employee and has a part-time teaching appointment. Pro-rata faculty are assigned rank ... and are given an appointment equivalent to half-time or more, but less than that of a full-time faculty member." (Southwestern Coll. KS)

### **Pro-Rata Ranked Faculty**

Ranked Faculty who serve the institution half-time or more, but not full-time. (Our Lady of Holy Cross Coll.) "Pro-rata ranked faculty members are those who teach a designated percent of a full-time faculty teaching load (ordinarily one-half) and assume other responsibilities of student advisement, attendance at University and department meetings, curriculum planning, and supervision of other department-related activities such as art studios, practicums and internships, radio and television studios." (Marywood U.)

### **Pro Tempore Faculty**

A designation unique to Brown University. Faculty appointed for extremely short periods of time in conjunction with a specific function to be performed at the institution. "Pro Tempore faculty appointment recognizes the contribution of scholars visiting a Brown-affiliated hospital (or hospitals) for a maximum of two weeks to conduct Grand Rounds or seminars, or to give lectures. The title shall be first the rank the individual holds at his /her home institution, then a specialty title approved by the Brown Corporation, and finally 'Pro Tempore.' An example of a correct title is "Professor of Orthopaedics Pro Tempore." Typically Pro Tempore faculty are appointed for a period of 1-3 days, but they may be appointed up for a period of up to a maximum of two weeks." (Brown)

### **Probationary Appointment**

A "probationary appointment" means that the person has no expectation of employment beyond the end of the current appointment period. (Ariz. State U.) "Refers to tenure-track faculty members who have not received tenure and to academic professionals, library faculty, and archive faculty who have not yet received an extended-term contract." (U. Wyo.)

### **Probationary Faculty**

Faculty "with tenure-track appointments who have not yet been granted or denied tenure." (Santa Clara U.)

### **Professional Courtesy Appointment**

"A department at Ohio University may provide an academic home to professional persons through special courtesy appointments as a Research Scholar, Research Scientist, or Artist when mutually beneficial to the individual and the department. Persons with these appointments receive an annual letter of appointment that describes the nature of their work with an appropriate title." (Ohio U.) A synonym for meaning 2 of Courtesy Appointment.

### **Professional Faculty**

1. Those Faculty not primarily engaged in instruction or research, as opposed to the [Regular Faculty](#). Professional Faculty positions are normally limited to librarians, counselors, extension agents, coaches, physicians, and other professional positions servicing education, public service, research, athletic, medical, student affairs, and development functions or activities. (Va. Tech.) "Professional faculty appointments require advanced learning and experience acquired by prolonged formal instruction and/or specialized work experience. This category is normally limited to librarians, counselors, coaches, lawyers, physicians, dentists, veterinarians and other professional positions serving education, research, athletic, medical, student affairs, and development functions or activities." (Va. Commonwealth U.) See also Special Professional Faculty.
2. At some institutions, exactly the opposite, namely the [Ranked Faculty](#). (Fla. Int'l. U.)

### **Professional Librarian**

1. A term for a member of the Library Faculty. (Colby-Sawyer) "The title of Professional Librarian shall be accorded to a person whose regular responsibilities include assignments in librarianship. Full-time Professional Librarians must possess an ALA-accredited degree." (Wartburg Coll.)
2. A term for non-faculty librarians used to distinguish them from those in the Tenure Track. "Distinct from the library positions defined as having faculty status ... Professional Librarians are appointed to academic support positions and as such are not tenurable in the College or eligible for faculty sabbatical leaves." (Hamline U.)

### **Professional Practice**

A suffix indicating a non-tenured faculty member in the professions who is effective in teaching and service functions but whose publication record does not merit appointment in the tenure track. Sample usage: "Associate Professor - Professional Practice." (LSU)

### **Professional Research (generally)**

A series of ranks for person engaged personally and directly in research and not to those who duties are merely to provide technical assistance to a research project. The title consist of one of the three prefixes Assistant Research, Associate Research or Research, followed by a professional job title, e.g. "Associate Research Physicist." (U. Cal.) An appointment given to a researcher who holds a doctoral degree and has completed postdoctoral training. (U. Cal. S.F.) Sometimes the Series is {Assistant Researcher, Associate Researcher, Researcher}, in which case the specialty is omitted.

### **Professional Research Assistant**

A nontenured title for individuals capable of carrying out research or scholarly work of a quality comparable to that produced by a graduate student research assistants. A professional research assistant works in a collaborative role with the principal investigator and contributes substantively to the investigation and analysis of the project. As a collaborator on the project, the professional research assistant may receive full credit as co-author of publications and technical reports, and shares instructional responsibilities in the research setting. An individual employed in this capacity is not enrolled in a graduate program. The bachelor's degree or equivalent

experience is required for appointment to the professional research assistant title. (U. Colorado at Boulder)

### **Professional Specialist**

A designation used for members of the [Special Professional Faculty](#). The range of titles also includes Associate Professional Specialist Assistant Professional Specialist and Staff Professional Specialist. (Notre Dame)

### **Professional Track**

One of two categories of Non-Regular Faculty at the University of Missouri College of Agriculture. "This category includes individuals whose titles include an opening designation of the position focus (i.e., Teaching, Extension, or Research) and then one of three academic faculty levels (Assistant Professor, Associate Professor, or Professor)." (U. Mo.) See also Academic Associate.

### **Professional/Technical Faculty**

"Professional-Technical Faculty means all employees who hold the rank of instructor or higher in professional or technical programs ... These employees are eligible for promotion but not for tenure." (Lewis & Clark Coll.)

### **Professor**

At most institutions, the highest rank of Regular Faculty. "Professor is the highest academic rank and is held by those who have been recognized by the College for their outstanding teaching, research and service, for their contributions to their disciplines, and their continuous professional growth and development; and through their involvement in institutional activities, their commitment to the well-being of the College, and wider community; and typically they will have gained recognition in their profession at the national or international level." (Coll. of Charleston) "Individuals who have attained high standards in teaching and who have made significant contributions to their disciplines ... They shall also have developed expertise and interest in the general problems of university education and their social implications, and have shown the ability to make constructive judgments and decisions. It is expected that the professor will continue to develop and mature with regard to teaching, scholarly work, and the other qualities that contributed to earlier appointments. ... Appointment or promotion to Professor represents a judgment on the part of the department, college/school, and University that the individual has made significant, nationally recognized scholarly or creative contributions to his or her field and an expectation that the individual will continue to do so. ... Professors are the most enduring group of faculty, and it is they who give leadership and set the tone for the entire University. Thus, appointment or promotion should be made only after careful investigation of the candidate's accomplishments in teaching, scholarly work, and leadership." (U. N.M.)

### **Professor Adjoint**

"The titles 'professor or associate professor adjoint' are used to designate individuals such as employees of the NIST, NCAR, and similar agencies who offer courses or supervise academic programs without compensation above their regular salary. [Adjoint](#) professors have the usual privileges and responsibilities of members of the regular

instructional faculty, including that of membership in the Faculty Senate, except that tenure is not included either initially or after an extended term. Adjoint professors are not eligible for retirement benefits." (U. Colorado at Boulder)

### **Professor Adjunct**

Another term for [Adjunct](#) Professor. "An adjunct professorship will be recommended by the permanent faculty of a discipline, and the recommendation will follow regular channels of academic administrative approval. The title of 'assistant,' 'associate,' or 'professor adjunct' will be dependent upon the last rank held by the individual in a comparable institution. If no professional rank was held previously, and if the permanent faculty believes the individual's qualifications and experience warrant it, the title of 'assistant professor adjunct' normally would be recommended. Adjunct professors will not be entitled to any benefits or privileges associated with regular, full-time faculty status other than those already explained together with an honorarium fee for teaching. In no other way does the University of Colorado obligate itself to individuals accepting the status of adjunct professor. (U. Colorado at Boulder)

### **Professor Alumna, Professor Alumnus**

"Any full-time faculty member with ten or more years of service at Iowa Wesleyan College who is not given the title Professor Emeritus and who voluntarily leaves employment with the College may be assigned the honorary title of Professor Alumnus by the President upon recommendation of the Vice President for Academic Affairs." (Iowa Wesleyan Coll.) The definition is substantially the same at St. Johns University.

### **Professor At**

An obscure clinical usage at Columbia meaning that the incumbent is not employed by Columbia but is with an affiliated hospital or institute, e.g. "Professor at the Molecular Sciences Institute." The title is very difficult to recognize since it is common to refer to a Professor at Harvard, for example, as Professor at Harvard. In that context, "at" has no special significance.

### **Professor-at-Large**

At Brown, the Professor-at-Large title is reserved for scholars of exceptional distinction who are invited to teach at Brown as visiting faculty in order to enhance the existing strengths of particular academic programs or meet special needs. The terms of appointment may be for periods ranging from a few weeks to several years.

(Brown) "There may be elected to the rank of professor-at-large those individuals who have achieved outstanding international distinction in the humanities, the natural or social sciences, or the learned professions, or have achieved such distinction and have demonstrated broad intellectual interests through their activity in such fields as public affairs, literature or the creative arts." (Cornell)

### **Professor Attendant**

See [Attendant](#). (U. Colorado at Boulder)

### **Professor (honorary)**



A principally foreign designation used as a Courtesy title at Duke University. (Duke)

### **Professor in Practice**

"The position of professor in practice is intended for individuals who are pursuing careers combining professional practice, teaching, and academic service. The position is reserved for individuals who are effective teachers and whose creative work in design or professional practice, or a combination thereof, is recognized by peers as a significant contribution to the field. Appointments are made with tenure on less than a full-time basis." (Harvard)

### **Professor-in-Residence**

1. A Series in the University of California medical schools for persons who "will contribute with distinction in the areas of teaching, research, University and public service, and professional competence and activities." (U. Cal.)
2. Professor in Residence titles are intended to be used for individuals supported by non-State funds (U. Cal)

### **Professor in the Field**

A high-level but non-tenured rank, particularly at Yale. "Persons who have achieved exceptional distinction as practitioners or performers in a field may be candidates for appointment as professor in the field. Candidates must show evidence of exemplary ability to teach the skills of their field. They must also show evidence, through past achievement and future promise, that they will advance the practice and understanding of their field at the highest level. ... Appointments to this rank are expected to be rare." (Yale)

### **Professor in the Graduate School**

"An honorific title to recognize emeritus faculty who continue to be active in the graduate teaching and research programs of the department." (Berkeley)

### **Professor Librarian**

The highest Librarian rank at George Mason University, an Administrative faculty position at the level of Professor. The full Series is {Instructor Librarian, Assistant Professor Librarian, Associate Professor Librarian, Professor Librarian}. (George Mason)

### **Professor of Clinical (subject)**

An individual usually on external funding, and engaged in teaching or research only as an ancillary responsibility. Commonly located in a health service delivery department (e.g., a Department of Anesthesiology). In this case "Clinical" modifies the discipline rather than the rank and a location shall be specified (e.g., Associate Professor of Clinical Anesthesiology at the L.A. County / USC Medical Center). (U. Cal., U. Cinn.) The usual Series is {Assistant Professor of Clinical, Associate Professor of Clinical, Professor of Clinical}. (Sometimes [Instructor in](#) is added at the low end of the Series.) "The title Professor of Clinical (subject) designates a faculty member in the Medical Center who has responsibilities for patient care, but very limited or no responsibilities in teaching or research." (Vanderbilt)

### **Professor of Law for Designated Project or Service**

An administrative designation, not used as actual title. "The rank of Professor of Law for Designated Project or Service is to be accorded to persons ... who meet the minimum qualifications for an Assistant Professor and hold a funded contract position [that] will pay more than half of the person's salary. A Professor of Law for Designated Project or Service will be ineligible for tenure [and] will be expected to teach in the Law School at least one course (3 credits) per year and to serve on faculty committees appropriate to the position and perform public service to the same extent as other faculty. " (Pace U.)

### **Professor of Professional Practice**

An officers of instruction who possess "substantial professional experience and expertise to meet the specialized instructional needs in the creative and performing arts, e.g. architecture, dance, music, theatre, visual arts and writing. Appointments to these ranks are made only when there are compelling departmental interests." The Series is {Assistant Professor of Professional Practice, Associate Professor of Professional Practice, Professor of Professional Practice} (Barnard Coll.) "Faculty who have substantial professional experience and expertise but who may lack the scholarly training and credentials expected of the research faculty." (Columbia)

### **Professor of Research**

1. A temporary appointment to the Research Faculty. The Series is {Assistant Professor of Research, Associate Professor of Research, Professor of Research}. (U. Okla.)
2. A Collateral Faculty position at the University of Minnesota for those "engaged primarily in research but with significant responsibility for teaching, advising, and examining-especially graduate students (25% time or more)." (U. Minn.)
3. A medical school title at the University of Southern California, equivalent to Research Professor but naming a discipline as a suffix, e.g. Professor of Research Medicine. (U.S.C.)

### **Professor of the Practice of (Subject)**

A full-time nontenured teaching designation ordinarily reserved for persons whose responsibility consists of instruction in professional practice activities, such as law and medicine. The usual Series is {Instructor in the Practice of, Assistant Professor of the Practice of, Associate Professor of the Practice of, Professor of the Practice of}. (Vanderbilt) "This title may be used to appoint individuals who have demonstrated excellence in the practice as well as leadership in specific fields. The appointee shall have attained regional and national prominence and, when appropriate, international recognition of outstanding achievement. Additionally, the appointee shall have demonstrated superior teaching ability appropriate to assigned responsibilities." (U. Md. System) At some institutions, such as Duke, Professor of the Practice of is simply the nontenured equivalent of Professor, not necessarily connoting any connection with professional practice. (Duke) See also [Practice Faculty](#).

### **Professor Without Tenure**

This term requires explanation since appointments at the Professor level normally carry tenure. At MIT, "An emeritus professor may be appointed as a professor without tenure (retired) by the appropriate department head with approval of the responsible dean and the Provost. Normally, the duration of this appointment will be limited to a maximum of five years and may be full or part time, paid or unpaid; however, the maximum paid appointment is 49 percent." (MIT) A small number of institutions grant the Professor title without tenure, such as Brown and Western Washington University. "While a faculty member may upon rare occasions receive an initial appointment as a professor without tenure, in no event shall a faculty member initially hired as an assistant or associate professor be promoted to professor before he or she receives tenure. A faculty member may not be promoted and tenured in the same academic year." (Lewis & Clark Coll.) See also Professor WOT.

### **Professor WOT**

There are two kinds of appointment to the professorial ranks that are "without tenure" (WOT). The more common is for persons in non-state-funded positions; it is referred to as "without tenure by reason of funding." This title is usually held by persons who concentrate on research activities but also do some amount of instruction. (U.

Wash.) "The other "without tenure" appointment is used only for an Associate Professor or full Professor. The appointment is limited to three years and is intended to lead to the granting of tenure. It is used for a person whose record at the time of initial appointment lacks some of the evidence required for tenure (for example, a distinguished scholar without teaching experience)" (U. Wash.)

### **Professorial Lecturer**

A nontenured title having no standard meaning.

1. "A fixed term part-time appointment [not to exceed five years]... for former tenured members of Pittsburg State University [KS] Faculty who, after retirement, seek limited reemployment with the University." (Pittsburg St. U.) "An appointment without term available to retired professors teaching no less than one seminar per year." (Yale)
2. A title "usually be awarded to individuals with doctoral degrees who hold primary, permanent appointments at other institutions and by invitation participate in the functions of a department of the Mount Sinai School of Medicine on a limited basis." (Mt. Sinai)

### **Professorial Rank**

Normally one of the Regular Faculty ranks. The designation is confusing because many persons whose titles include the word Professor, such as Research Professor, are not of Professional Rank. "Professorial rank means the rank of assistant professor, associate professor, professor, or distinguished professor." (N.J. Inst. of Tech.) At some institutions the rank of Instructor is included and Distinguished Professor is not.

### **Professoriate**

A rather stilted term meaning "roster of faculty," or the concept of faculty in the abstract. (LSU, Stanford) Use of fancy sobriquets and titles there's no glory at/Once you know precisely what is meant by "professoriate."

## **Professorship**

1. In common usage, a position usually [Endowed](#), that is occupied by a faculty member, whether or not at the rank of professor. Example: Gore Professor of Chemical Engineering. (U. Del.)
2. Grammatically, a term that should mean "the quality of being a professor," just as "penmanship" means the quality of being a penman. However, it is virtually never used in this sense.

## **Program Instructor**

A nursing school rank for individuals new to practice, research, or graduate teaching. (Yale Nursing)

## **Provisional (generally)**

This modifier applies to the appointment of a person who is not fully qualified for an academic rank but who expects to acquire such qualification in a short period of time. The appointments are normally for a limited period of time, generally no longer than one year. Such appointments do not carry eligibility for tenure or permanent status during the duration of the appointment, and persons holding such appointments have no continuing contractual relationship with the University. Time spent in the appointment may be counted as tenure or permanent-status eligible service. (U. Fl.) The designation is normally limited to the junior ranks Provisional Assistant Professor and Provisional Instructor.

## **Provisional Assistant Professor**

See [Provisional](#). (U. Fl.)

## **Provisional Instructor**

See [Provisional](#). (U. Fl.)

## **Pseudo-Tenure**

A concept, rarely expressed in print, describing the tendency of modern institutions to award job security, short of formal [Tenure](#), to senior faculty and academic ranks to attract and retain superior talent. The mechanism commonly used is to create positions from which the incumbent cannot be terminated except for cause or lack of funding, or for which a lengthy period of notice is required before termination.

## **PSOE**

An abbreviation for Potential Security of Employment.

## **Public Health Professor**

A nontenured title in schools of public health analogous to Research Professor but in the Professional Track. The Series comprises Assistant Public Health Professor, Associate Public Health Professor and Public Health Professor. (Johns Hopkins)

## **Public Service Faculty**

"Public service faculty have major responsibilities for college (or departmental/school) based public service programs (including applied research, technical assistance, and

community and professional development training and education) with on-going responsibilities for regularly scheduled undergraduate and/or graduate instruction and advisement, and with the balance of workload involving clinical and professional practice supervision, and related professional and scholarly contributions." (U. Del.)

### **Qualified Academic Rank**

The term for Qualified Rank at the University of Alaska, where it comprises exclusively titles with the prefix Adjunct, Affiliate, Clinical, Research or Visiting. (U. Alaska) "Rank held by those members of the academic staff having titles of lecturer, or titles of academic rank preceded by the designations 'clinical' or 'visiting' or other similar designations." (SUNY Cortland)

### **Qualified Rank**

Generally one of the nontenured ranks, normally preceded by a prefix of qualification such as Visiting. "Qualified ranks are used primarily to designate faculty members whose primary contributions will be in one area of academic activity. For example, the "Research" prefix is appropriate for faculty members whose activities are primarily in research; "Clinical" for those teaching in a clinical environment as part of an established academic program; "Adjunct" for those with appropriate professional qualifications who perform teaching or research in connection with an academic program." (SUNY Buffalo) Also Qualified Academic Rank. Cf. Unqualified Rank.

### **Rank**

The level of an academic appointment measured against a sequential Series. Rank is not a universal attribute of academic positions. "Academic rank is not provided for by the state board policy. Therefore, Wayne Community College does not use a system of faculty ranking except title of "department head" and "division head." (Wayne C.C.) See also Personal Rank, Position Rank. Cf. Step.

### **Ranked Faculty**

The Regular Faculty, the definition of which varies by institution. "A ranked faculty member is a full-time or pro-rata employee of the college who has been appointed to one of the four regular academic ranks: instructor, assistant professor, associate professor, or professor." (Southwestern College KS) "The term 'ranked faculty' means faculty holding academic ranks of instructor, assistant professor, associate professor, full professor and above, i.e. eminent scholar, graduate research professor, distinguished service professor or distinguished curator." (U. Fl.) Cf. Titled Faculty, Unranked Faculty.

### **Reader**

A student employed to render diverse services as course assistants, which will normally include the grading of student papers and examinations. A Reader's duties may also include: attendance at lectures, office hours, consultation with the instructor, and other duties as assigned. Readers may not perform teaching duties. (U. Cal. Berkeley) Cf. Special Reader.

### **Recall Appointment**

"Academic appointees with Tenure or Security of Employment (SOE) who have retired from the University of California may be recalled to active service on a year-to-year basis." (U. Cal.)

### **Reduced Appointment**

"A Reduced appointment is an appointment requiring action of the Board, in which, by mutual agreement between the faculty member and the Board, a Tenured faculty member may be assigned a fraction of the Tenured faculty member's normal workload and receive a proportional fraction of the Tenured faculty member's salary." (N. Mich. U.)

### **Reduced-Load Faculty**

"Reduced-load faculty are those who are [Ranked \[Faculty\]](#) ... and who hold an appointment which is less than full-time but ordinarily half-time or more." (St. Johns U.) "A reduced-load appointment is a regular or term appointment which involves teaching on a less than full-time basis but not less than 50% of a full load. Such an appointment differs from a part-time appointment in that it is an appointment to the teaching faculty and it carries other faculty responsibilities beyond teaching." (Calvin Coll.)

### **Regental Professor**

Any faculty member who is awarded the Nobel Prize or who has in the past been awarded the Nobel Prize may, upon recommendation of the president of the component institution, the appropriate Executive Vice Chancellor, and the Chancellor, be given the title Regental Professor. Because of the great honor associated with the award of a Nobel Prize, institutional tenure is awarded to Regental Professors by virtue of the appointment to this rank. (U. Texas)

### **Regents**

A prefix denoting an Honorific awarded by the Regents of an institution or their designee, such as the Chancellor. (U. Cal. system)

### **Regents Distinguished Professor**

An Honorific used at a small number of institutions. The title was adopted by Kansas Legislature in 1964 "to attract to Kansas established scholars whose research projects augment the state's economic and industrial development." (Kansas St.)

### **Regents' Lecturer**

An Honorific in the University of California and New Mexico systems. "The Regents' Lecturer's achievements in agriculture, banking, commerce, engineering, industry, labor, law, medicine, or any other nonacademic field in the arts, sciences, or professions are equivalent to those on which appointments to regular University lectureships are based." (UCLA)

### **Regents Professor**

An Honorific equivalent to University Professor. The title "regents' professor" is conferred on selected members of the ... tenured faculty who have achieved and are sustaining the highest level of distinction by their exceptional contributions to the mission of the university in research or other creative activity and in teaching or professional service. (Ariz. State) "A Regents' Professor serves for a semester/quarter or an academic year at the University of California upon the invitation of the President of the University and with the approval of the Board of Regents. The Regents' Professor's achievements in agriculture, banking, commerce, engineering, industry, labor, law, medicine, or any other nonacademic field in the arts, sciences, or professions are equivalent to those on which appointments to regular University professorships are based." (UCLA) In the State University System of Florida, the incumbent must be a former Chancellor or President of a university in the State University System who has provided distinguished service to the State University System. Regents' professorships may be granted by the Board of Regents to outstanding faculty members who are contributing to the academic standing of the institution. (Ga. State)

### **Regents Researcher**

The Honorific "Regents' Researcher titles may be granted by the Board of Regents to outstanding full-time principal researchers ... only upon the unanimous recommendation of the president, the appropriate vice president, and three members of the faculty to be named by the president, and upon the approval of the Chancellor and the Committee on Education, Research and Extension." (U. Ga.) At other institutions, such as the University of Nevada, a title awarded annually to an outstanding researcher. (U. Nev. Las Vegas)

### **Regents Service Professor**

An honorary title apparently conferred only by Oklahoma State University. "Appointment to this position may be given to administrators who have rendered meritorious service to the University over many years and desire to be relieved of administrative duties and return to resident instruction, extension, or research positions. Appointments shall be made for a period of four years and subject to renewal." (Okla. St.)

### **Registrar**

An administrative post normally considered part of the Administrative Faculty. (Iowa Wesleyan Coll.) This includes the titles of Assistant Registrar, Associate Registrar, Senior Registrar and University Registrar. "The Registrar shall be responsible to the president for the registration of students, the determination of eligibility for graduation, preparation of class schedules, catalogues and bulletins, maintenance of records, research analysis of problems in the areas of curriculum, admission, and scholastic standards." (CUNY)

### **Regular Faculty (generally)**

The Regular Faculty consists of tenured faculty, tenure-track faculty, persons in acting faculty positions, and instructors who have been given a guarantee of continuing

employment. (U. Miss.) Synonyms: Career Faculty, Standard Faculty, Standing Faculty. Cf. Other Faculty, [Support Faculty](#).

### **Remedial Tutor**

"Remedial tutors assist students (either one-on-one or in group sessions) with acquiring the necessary skills to excel in challenging learning environments." (UCLA)

### **Renewable Position**

"A renewable position is a non-tenurable, 'visiting' position to which reappointment for successive one- or two-year terms is possible." (Hamilton Coll.)

### **Renewable Term Appointment**

"Renewable term appointments are intended to attract faculty of distinction to meet long-term staffing needs and to provide appointees with a degree of job security while retaining for the university the ability to shift staffing resources as programmatic needs fluctuate. Each RTA contract is for a specified term, but it may be renewed at the option of the university. The university may decide not to renew an RTA contract for any reason that does not violate the faculty member's academic freedom." (James Madison U.)

### **Reorganization Appointment**

An appointment of a faculty member presently at the institution to a different or new position as a consequence of a reorganization. "As a result of internal reorganizations, units may wish to appoint current employees to different or newly created positions. Such instances offer valuable opportunities for promoting knowledgeable and experienced campus personnel to positions of greater responsibility and leadership." (La. Tech.)

### **Replacement Faculty**

"Replacements are persons appointed to substitute for regular members of either the temporary or permanent instructional staff who are expected to return to duty at the College." (Smith Coll.) "The University may appoint faculty members as adjunct faculty, visiting faculty, or pro-rata temporary faculty to replace faculty on leave for the duration of such leave." (Jacksonville St. U.) "Service in such contracts does not count for tenure, promotion, or sabbatical leave unless such service is recognized by the Dean of the College at the time of offering a probationary contract." (Hamline U.)

### **Research**

1. A prefix indicating membership in the [Research Faculty](#), e.g. Research Associate Professor.

2. A prefix denoting a [Professional Research](#) position. (U. Cal.)

3. A parenthetical suffix denoting a non-tenured academic position devoted to research. Example: Associate Professor (Research). "In everyday usage, the parenthetical designation may be removed from the titles of Assistant Professors, Associate Professors, and Professors holding non-tenure line appointments, but it is to remain in their titles in official publications, personnel files, appointment and promotion



papers, administrative records, and other similar contexts." (Stanford) "Faculty appointments in the Professorial ranks with the suffix "(Research)" are provided for individuals who devote their primary efforts to research, the area of such research having been identified by the division, department or program as being an integral part of its mission." (Brown)

### **Research Administrator**

"Has management and administrative responsibilities for units that support faculty members and other professionals in their research efforts." (Ariz. State U.)

### **Research Affiliate**

1. "An honorary appointment by the Board of Regents of an individual outside the University faculty and staff, whose affiliation would enhance the University's stature and contribute to its development. This title provides an honorary connection with the University parallel to that offered to 'Members of the Affiliate Graduate Faculty'." (U. Hawaii) "The academic appointment of research affiliate recognizes the status of an individual with whom the Institute wishes to acknowledge some degree of association. Research affiliates characteristically have no specific duties and are typically not in residence; appointments are with or without term." (MIT)

2. A junior nontenured research position. "The appointment of research affiliate is given to individuals who hold the Ph.D. or have equivalent training and are engaged in scholarly or scientific research in association with a faculty member or member of a research group." (Yale)

### **Research Aide**

"Duties are those of a technician used to support professional research personnel and shall be distinctly different from those of a Graduate Research Assistant. Research participation as a Research Aide will not be an acceptable subject for either a thesis or a dissertation." (U. Mo.)

### **Research Analyst**

A researcher reporting to a member of the Research Faculty. "Research Analysts must have a Master's degree and research experience. There is no direct transition into faculty positions from these categories." (U. Md. Baltimore)

### **Research Assistant**

A person having a baccalaureate working directly engaged in research the sciences: natural or life sciences, physical sciences and social sciences, under the direction of a Principal Investigator or faculty member who directs the research, and expected to make scholarly contributions to the research specialty by assisting faculty in identifying and selecting problems for investigation, planning experiments and evaluating, interpreting and publishing results. A Research Assistant may participate in aspects of teaching, but has no formal responsibility for teaching or course content. (U. Conn.)

**Research Assistant Instructor**

"The rank of assistant instructor (including clinical assistant instructor, adjunct assistant instructor, research assistant instructor) shall be held by a faculty member with a bachelor's degree; and if appropriate, with a certificate, licensure, or registration in his or her fields of specialization." (Drexel)

**Research Assistant Professor**

Equivalent to Assistant Research Professor, a non-tenure track position with the rank of Assistant Professor. See [Research Professor](#).

**Research Associate**

A faculty position for a person "whose major responsibilities relate to performance of specific research." (U. Md.) A nontenured title for "persons possessing the doctor's degree or its equivalent and whose academic qualifications [are] comparable to the regular faculty ranks of assistant professor or associate professor." (U. Colorado at Boulder) "Research Associate is considered a junior rank equivalent to instructor. Appointment to the rank of Research Associate requires completion of professional training, in many fields marked by the Ph.D., and the promise of a successful career in research. The appointment normally serves to advance the competence of a person who has recently completed professional training or the Ph.D." (U. of Washington)

**Research Associate Professor**

Equivalent to Research Associate Professor, a non-tenure track position with the rank of Associate Professor. "Appointment at, or promotion to, the level of Research Associate Professor will require documented evidence of an independent and productive research career, including a published record of completed investigative reports and funded research projects. Such an individual should be known at the state and national level for his or her particular research expertise. The teaching contributions shall be at a more advanced level than that required for Research Assistant Professor." (U. Ariz.) See [Research Professor](#).

**Research Computer Scientist**

A Research Faculty position equivalent to Assistant Professor. (Carnegie Mellon)

**Research Engineer**

An academic staff position for engineers having a doctoral degree who perform some or all of the following functions: engage in research, seek outside funding, manage research projects and train junior investigators. The Series is Assistant Research Engineer, Associate Research Engineer and Research Engineer. (U. Iowa, U. Texas)

**Research Faculty**

Faculty members whose primary duties are to conduct research activities will be given a title within the research associate or research professor series. Faculty members who are not involved in the instructional program will be appointed within the research

associate series; those who are involved in the instructional program will be given a title within the research professor series. (U. Colorado at Boulder) "The purpose of Research Faculty appointments is to increase the quality and productivity of the research programs in the University by permitting the appointment of scholars to the faculty on a non-tenure basis in order to participate in and cooperate with the research efforts of faculty with tenure significant appointments." (U. Pa.)

### **Research Fellow**

A nontenured junior research position. At Brown, Research Fellows are distinguishable from other research staff ranks primarily by the fact that they usually bring their own funds to the University, even if after the award is made the awarding agency requests that the University administer the funds. (Brown) At Dartmouth, Research Fellow is simply a title given to Visiting Faculty engaged in research. (Dartmouth)

### **Research Instruction Assistant Professor**

A title, apparently used only at the University of Missouri, so rare that it might be a typographical error. (U. Mo.)

### **Research Instruction Associate Professor**

A title, apparently used only at the University of Missouri, so rare that it might be a typographical error. (U. Mo.)

### **Research Instruction Professor**

A very rare title, apparently used only at the University of Alabama Medical School. (U. Ala.)

### **Research Instructor**

1. Generally the lowest rank of the [Research Faculty](#). "Appointment to the level of Research Instructor will be recommended upon completion of postdoctoral fellowship or equivalent training. Appointment will be based largely upon evidence of research potential. Research Instructors are responsible mainly for research." (U. Ariz.) "Appointment to this rank requires qualifications, except for teaching effectiveness, that correspond to those for the rank of instructor." (U. Idaho)
2. "This title would be used for persons holding the master's degree or its equivalent and who are otherwise well qualified to participate in the undergraduate instructional program." (U. Colorado at Boulder)

### **Research Investigator**

The lowest rank in the Primary Research Scientist Track at the University of Michigan, equivalent to Instructor. "The initial primary research rank recognizes persons who hold a doctoral degree or its equivalent in professional and technical experience and who have shown special ability as independent researchers at least to the level of postdoctoral work. Some record of publications is expected of persons appointed to this rank, along with evidence of potential for obtaining external funding." "A Research Investigator performs basic or applied research of limited scope using primarily existing theories and methods. A Research Investigator will usually be under the supervision of an established member of the Instructional or Research Faculty." (U. Mich.)

### **Research Lecturer**

A strange title, seemingly contradictory, since Lecturer is a teaching position, but "Research" indicates a research position. But the title simply means a junior faculty member not in the Tenure Track. (U. N.M.) A "qualified research professional, appointed either full-time, part-time (less than 51%), or voluntary, to assist in one or more aspects of the research programs of the department." (U. Ariz.)

### **Research Professional**

1. A term for Research Faculty. (Mont. St. U.) "Full-time research professional positions are usually, but not always, supported from grants or contracts. Consequently, renewal of appointment and salary level usually depend on the successful renewal of outside support and the level of funding." (U. Ga.)

2. A Special Faculty position at Oklahoma State University. The incumbent performs a wide variety of research-related tasks requiring advanced training and skills and carried out with varying levels of independence. "Each academic professional has one of these job titles at the rank of either assistant, associate, or full/senior." (Ariz. State U.)

### **Research Professor**

A nontenured appointment in the Research Track equivalent to Professor. A member of the academic staff who is independently engaged in research in an academic discipline. A Ph.D. or other terminal degree and the experience and/or knowledge required to conduct research activities at the level of a principal investigator or co-principal investigator are ordinarily required for this title Series, which also includes, variously, Assistant Research Professor, Associate Research Professor, Research Instructor, Research Assistant Professor, Research Associate Professor and the other listed titles with the prefix Research. (U. Wisc.)

At some institutions, such as New York University, the title of Research Professor, though normally untenured, may be conferred as an honor upon a faculty member who already has tenure. (NYU)

### **Research Scholar**

1. "The titles of Research Scholar and Research Scientist are used for appointments associated with the conduct of self-supported research. Individuals holding these titles are expected to apply for grants as Principal Investigators and support their own research activities through such grants. The work of the Research Scientist and the Research Scholar is similar. The choice of whether to use 'Scientist' or 'Scholar' depends on which is the more commonly used term for the discipline. 'Scientist' is usually preferred in the physical or biological sciences and 'Scholar' in the humanities. Since these are not faculty appointments, responsibilities do not include an educational role, such as serving as a major advisor or on graduate committees. ... These are non-tenure track, end-date appointments, ordinarily confined to a maximum of one year, paid from the research grants generated by the incumbents." (U. Conn.) See also Assistant Research Scholar.

2. One of a set of Research Staff titles in the Series {Assistant Research Scholar, Associate Research Scholar, Research Scholar, Principal Research Scholar,}, equivalent to Associate Professor. (Johns Hopkins)
3. "The title 'research scholar' should be used in those disciplines in which 'scholar' best describes the activity of a researcher. In either case, the work of the individual so titled is likely to be that of the principal or co-principal investigator on a grant or contract. This individual would be expected to engage in activities such as planning, directing, and participating in complex scientific or other scholarly projects, supervising project staff, administering a research project, identifying problem areas, formulating proposals, designing new studies, and developing applications." (N. Ill. U.)
4. "Research Scientist and Research Scholar are non-salaried positions which carry neither teaching responsibilities nor other privileges associated with faculty appointment. They do provide the person with institutional identity for the purpose of conducting scholarly research." (Barnard Coll.)

### **Research Scientist (generally)**

An untenured faculty research position, generally carrying no teaching responsibilities. Also, a concrete title in the Series {Associate Research Scientist, Research Scientist, Senior Research Scientist}, equivalent to Assistant Professor, etc. At Carnegie Mellon the sequence is Research Scientist, Senior Research Scientist, Principal Research Scientist. (Carnegie Mellon) Note that at Carnegie Mellon Research Scientist is the lowest rank in the Series. At most institutions it is the middle rank, while at the University of Michigan it is the highest. See also [Primary Research Scientist](#), [Research Scholar](#).

### **Research Specialist**

The Research Specialist carries out specific research objectives or other projects defined by the Principal Investigator. (S.W. Mo. St.) "The requirements for the rank of Research Specialist are the same as those for a Research Assistant Professor, except that the Research Specialist may not yet possess the doctor's degree or its equivalent in certain fields." (Notre Dame)

### **Research Staff Member**

Normally an industrial title, this is also a research staff position at Princeton University. (Princeton)

### **Research Technician**

At Boston University, an entry-level research appointment involving laboratory work. The corresponding non-laboratory position is [Research Assistant](#), although the meanings of these titles vary. The Series is {Research Technician, Senior Research Technician, Supervisory Research Technician}. (Boston U.)

### **Research Technologist**

An academic staff position for one who "lends high-level technical support to assist faculty and other professionals in their research efforts." (Ariz. State U.)

## **Research Track**

A nontentured Series of positions emphasizing research rather than instruction. Sample title: Research Associate Professor. "Research Track appointments to the Faculty are normally used for full-time Faculty who are engaged largely in research endeavors (usually 80% or more) and instruction, and who are not involved in patient care. The primary criterion for appointment and promotion will be excellence in collaborative or independent research. Faculty on this track must have an 'obvious instructional component' included in their professional activities, and which is verified and evaluated in the annual review process for renewal of appointment." (Duke)

## **Researcher**

"Researchers provide technical expertise in a research or scientific project at a more comprehensive and independent level than a Research Specialist. Solves problems in research, development, and applications by applying discipline-related skills normally gained from the completion of an advanced degree. May assist in the development of grant applications and the preparation and presentation of reports of research results, and in informal instruction of research students." (U. Wisc.)

## **Resident**

1. A "medical school graduate (M.D. or D.O.) who is participating in an accredited residency training program for the minimum number of years required for medical specialty (or subspecialty) accreditation." (U. Cal.) Sometimes Hospital Resident.
2. A general term meaning "on-campus." For example, a Resident Scholar is a person who is devoting time to institution activities through physical presence though normally employed or located elsewhere.

## **Resident Artist**

An In-Residence position in the arts. "The Resident Artist appointment category is specifically available to accommodate the employment of faculty providing practical instruction in the performing and visual arts, when the interest of the faculty member or the demand for such faculty requires less than a permanent position." (U. N.H.)

## **Resident Assistant Professor**

A member of the Resident Faculty with rank equivalent to Assistant Professor. (Creighton U.)

## **Resident Associate Professor**

A member of the Resident Faculty with rank equivalent to Associate Professor. (Creighton U.)

## **Resident Clinical Instructor**

"A partially affiliated resident in the last year of residency." (Wright State) Cf. Junior Clinical Resident Instructor.

## **Resident Faculty**

"The Resident Faculty are temporary full-time faculty members compensated by the University who perform University teaching, research, service and, if appropriate to the

position, clinical activity." (Creighton U.) The usual Series is {Resident Instructor, Resident Assistant Professor, Resident Associate Professor, Resident Professor}.

### **Resident Instruction (generally)**

1. "[D]irect contact instruction which involves the physical presence of both the learner and the instructor at the same regularly scheduled location. Resident instruction also may involve independent study and clinical activities with characteristics similar to distance education." (W. Ct. St. U.) Resident Instruction includes "preparation for and instructing all scheduled classes and laboratories; necessary review of the literature; academic advising; conducting seminars; supervising research for these and/or dissertations (this may also be performed under the research function), and other scholarly and creative instructional activities; and arranging and guiding field activities." (Okla. St.) Cf. Non-Resident Instruction.

2. A rarely used prefix to distinguish on-campus faculty from Extension and Public Service faculty. The Series is {Resident Instruction Instructor, Resident Instruction Assistant Professor, Resident Instruction Associate Professor, Resident Instruction Professor} (U. Mo.)

### **Resident Instruction Assistant Professor**

See Resident Instruction. (U. Mo.)

### **Resident Instruction Associate Professor**

See Resident Instruction. (U. Mo.)

### **Resident Instruction Instructor**

See Resident Instruction. (U. Mo.)

### **Resident Instruction Professor**

### **Resident Instructor**

1. An In-Residence faculty member with the rank of instructor. (U. So. Fl.)

2. "A fully affiliated resident in the last year of residency." (Wright State) Cf. Junior Resident Instructor.

### **Resident Professor**

See Resident Faculty. (U. Mo.) Cf. Non-Resident Professor.

### **Resident Scholar**

"A Resident Scholar has status as an officially appointed member of a college, program, department, or other unit of the University. The status is granted only to persons who have distinguished themselves as scholars and is a non-compensated position. A Resident Scholar shall continue his or her scholarly activities under the aegis of the appointing unit. The full title of a given Resident Scholar will include the name of the appointing unit, e.g., Resident Scholar in Philosophy." (Marquette)

### **Resident Supervisor**

"Teachers who have demonstrated outstanding ability to instruct and assist beginning teachers and who themselves provide outstanding models of teaching. Resident supervisors assume full responsibility for the supervision and evaluation of student teachers or interns and are freed from certain normal teaching duties to carry out these tasks. (Usually by assigning some of their teaching responsibilities to student teachers or interns.) Resident Supervisors attend university teacher education meetings [and] are listed as education staff members in the university catalogue." (U. N.H.)

### **Resource Faculty**

1. Those faculty who are not Regular Faculty, often called Special Faculty at other institutions. "Resource faculty are all other university faculty who do not qualify as regular faculty. In general, but not exclusively, resource faculty hold term appointments and/or assignments dominated by other than faculty functions." (Eastern N.M.

U.) "Resource faculty are selected by the provost ... to meet particular institutional needs. They may be full- or part-time. Normally, they will not be directly responsible for the generation of credit." (Evergreen Coll.)

2. A term for resource professionals such as librarians, media coordinators/specialists, and learning assistance center directors and staff, who "gather, organize, circulate, develop, and evaluate resources in support of the educational mission of the college. They also provide instructional faculty with expertise through their knowledge of learning resources and styles, and alternate learning modes; in settings outside of the classroom, they organize learning activities for students." (U. Hawaii Community Colleges)

3. Faculty who are not members of a department or program but who are willing to be called upon to assist or advise students or teach courses.

### **Restricted Appointment**

A position whose continuation is contingent on funding. "A restricted appointment is an appointment to a position that is funded in whole or in part by non-state revenues, or has been accepted under special conditions, or that is identifiable as non-continuing in nature." (Wytheville Comm. Coll.) "Appointments to the general faculty may be made for which there is no presumption or consideration of renewal. Such appointments are called 'restricted' and should be so designated, with a specified term, in the terms of offer. They are in contrast to renewable term appointments (often called "probationary" or "tenure track" appointments), tenured appointments, continued appointments, and year-by-year appointments of administrative and professional faculty." (Va.

Tech.) "Appointments to positions for which funding (10 percent or more) is provided from gifts, grants, donations, contracts, capital outlay projects, or other sources that are not continuing in nature." (N. Va. C.C.)

### **Retained Term Contract**

A contract that is used "for a designated period not to exceed one academic year and automatically terminates upon the expiration of that period, but with an employee expectation of re-employment, unless given notice. Faculty employed under a retained term contract must be given notice if the University determines NOT to re-hire the



employee during the subsequent academic year in accordance with the same schedule as would apply to Tenure Track contracts." (N.M. Highlands U.)

### **Retired**

A suffix denoting that the incumbent is no longer a full-time employee of the institution by reason of age or voluntary separation upon having attained retirement age. Sample Usage: "Professor Without Tenure (Retired)." (MIT). Generally retired faculty are not entitled to the prefix Emeritus or Emerita, but this status must be conferred on a case-by-case basis.

### **Retired Faculty**

The set of faculty who have retired pursuant to their institution's retirement policy. Not the same as Emeritus Faculty, q.v. However, at some institutions all retired faculty have Emeritus status. (Amherst Coll.) The rights and privileges of retired faculty vary widely by institution.

### **SA**

A parenthetical suffix denoting Secondary Appointment. (U. Cinn.)

### **Scholar (generally)**

A nontenured research designation carrying the rank of Professor, generally in fields other than science, for which the title is Scientist and engineering, for which the title (more rarely) is Engineer. The Series varies at different institutions, but {Assistant Scholar, Associate Scholar, Senior Scholar} (U. Ind.) and {Assistant Scholar, Associate Scholar, Scholar} (State Universities of Florida) are common. See also Scholar-at-Large, Scholar in Residence.

### **Scholar-at-Large**

"Persons of prominence and distinction in a particular field who are not available to be on campus, but who are able to make significant contributions to the university such as teaching a course or a seminar on the Internet, writing articles or books under [the institution's] imprimatur or other activities of significance, may receive the title of scholar-at-large. Such persons may be appointed for a year, a semester or less. They may or may not meet the criteria governing the employment of tenured or tenure-track members." (Regent U.)

### **Scholar in Residence**

"An individual appointed to a fixed term appointment on the basis of noteworthy experience and credentials." (James Madison U.) "'The Scholar in Residence' is a non-tenure track/non-tenured faculty title whose combination of academic background and career expertise in areas of business, industry, law, K-12 education, the arts, or government makes them valuable contributors to the undergraduate and graduate curricula. These individuals normally hold the terminal degree appropriate for their disciplines, but have spent much or all of their career outside academia. The Scholar in Residence would be under contract primarily to provide classroom instruction in their

area of expertise. In addition to these instructional activities, they also may have program management, fundraising, and/or student career advising responsibilities that require the talents and experiences developed in their careers outside academia." (U. Colorado at Boulder) "The title Scholar-in-Residence is to be accorded to a person ... who will enhance public appreciation and recognition of the Law School or understanding of his or her field of expertise. A Scholar-in-Residence should be a person who has achieved prominence as a judge, lawyer, governmental official, or the like, and who wishes to affiliate with the Law School for a one or two year period. A Scholar-in-Residence will be ineligible for tenure." (Pace U.)

### **Scientific Faculty**

"The ranks of scientist, associate scientist, and assistant scientist, are appointments for research faculty." (Wash. St. U.) (One might have expected the Scientific Faculty to be composed of the Faculty in the institution's science departments.)

### **Scientist (generally)**

A nontenured member of the academic staff who engages in research in an academic discipline under the general supervision of or in collaboration with a faculty member or a Research Professor. A Ph.D. or the equivalent experience and/or knowledge required to conduct research activities are ordinarily required to for this title series. (U. Wisc.) The Series varies at different institutions, but {Assistant Scientist, Associate Scientist, Senior Scientist} and {Assistant Scientist, Associate Scientist, Scientist} are typical. (State Universities of Florida, U. Ind., Penn. St.)

### **Secondary Appointment**

A Courtesy or Joint Appointment granted to faculty members in one department who make significant contributions to another department. (Case Western, U. Cinn.) "Every faculty member has a single home department although cooperative undertakings by individual faculty members with other departments are encouraged. In some instances, formal appointments are made to second departments. The rank of this appointment to a second department will usually be the same as the rank of the faculty member in his home department. Such secondary appointments are never for an indefinite period. Unless specific arrangement is made to the contrary, no appointment at any rank in a second department shall be for a longer term than three years." (U. Penn.) Sometimes Secondary Appointment is used to mean a Joint Appointment without financial burden to the secondary department. (Emory) Cf. Primary Appointment.

### **Security of Employment**

A status in the University of California System of a Lecturer or Senior Lecturer whose employment may not be terminated except for good cause after a hearing before the appropriate committee of the Academic Senate. Abbreviated SOE. "The Lecturer SOE series is designed to meet the long-term instructional needs of the University." (U. Ca. San Diego) Cf. Potential Security of Employment.

### **Senior Academic Professional**

See [Academic Professional](#). (Ga. State)

### **Senior Affiliate Faculty**

1. "This title may be assigned to a part-time per course teaching faculty member in recognition of distinguished teaching service at the college during a period of at least five years. Assignment of this title may be made by the president, upon the recommendation of the applicable division chairperson and the dean of faculty."  
(Southwestern College KS)

2. A title given to faculty in Columbia University's physician and dental networks who are engaged in clinical care and teaching but whose level of involvement with the programs in the Health Sciences does not merit an appointment in one of the other clinical series.  
(Columbia)

### **Senior Agent**

A tenurable rank in the Cooperative Extension Faculty, equivalent to Associate Professor. (U. Md.) See Agent.

### **Senior Archivist**

A position on the Library Faculty one rank above Archivist. At Carnegie Mellon, the equivalent of Associate Professor. (Carnegie Mellon)

### **Senior Artist**

A uncommon nontenured instructional title "that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline." (U. of Washington)

### **Senior Artist in Residence**

An instructional title "that may be conferred on persons who have special instructional roles and who have extensive training, competence, and experience in their discipline." (U. of Washington) At the University of Maryland this rank is equivalent to Professor and "intended for those persons whose professional activities are of a creative or performance nature, including but not limited to theatre, dance, music, and art. In each case, the qualifications shall reflect demonstrated superior proficiency and excellence and progressively higher national and international reputation." (U. Md.)

### **Senior Artist Teacher of (subject)**

A position for specialists in music instruction at the pre-collegiate level. Example: Senior Artist Teacher of Bassoon. (Vanderbilt) Cf. Artist Teacher.

### **Senior Assistant Archivist**

A rank apparently unique to Cornell University, corresponding to Assistant Professor in the Series {Assistant Archivist, Senior Assistant Archivist, Associate Archivist, Archivist}.  
(Cornell)

### **Senior Assistant Instructor**

A very uncommon title, used at Texas Tech for those who are Chief Residents or who are in post-residency fellowship training. (Texas Tech.)

### **Senior Assistant Librarian**

A Ladder Rank in the Library Faculty corresponding to Assistant Professor. "This is the normal beginning rank for a library faculty member with a terminal degree and less than five years of experience in a position requiring an MLS." (SUNY Buffalo) (Cornell, SUNY Albany)

### **Senior Associate**

1. The titles of senior associate and associate are used by individuals who are not regular full-time members of the faculty but play a major role in the teaching and/or research activities of the School in this or other countries. Senior associates have significant experience and educational background justifying a more senior level of recognition. All others will be given the rank of associate. (Johns Hopkins)
2. A "full-time rank to which persons holding the Associate rank may be promoted after a minimum of six years' service as Associates. Prior years of other relevant professional service may, at the discretion of the College, be equated to time served as an Associate at Barnard for the purpose of being considered for appointment or promotion to Senior Associate. This rank is reserved for those whose teaching competence is clearly superior." (Barnard Coll.)

### **Senior Associate Librarian**

A position in the Library Faculty equivalent to Associate Professor, one rank above Associate Librarian. (U. Mich.) Also Associate Senior Librarian.

### **Senior Associate Research Scientist**

A nontenured position for faculty who carry out research in an academic environment and may participate in instructional activities. "Faculty appointed as ... senior associate research scientist must have achieved independence, autonomy, a national and/or international reputation, excellence in the initiation, direction and completion of research projects, and a proven record of research support ... Appointment to this rank requires evidence of continuing excellence in performance and a continued record of independent, distinguished, and productive research. There should be clear evidence of independent external funding past the level of initial research grants and fellowships, in the form of, for example, grants, subprojects, program projects, and center programs. There should be a solid record of publications in peer-reviewed journals and signs that this research record will continue." (U. Mich.)

### **Senior Associate Researcher**

A foreign title, virtually never used in the US except at a small number of research institutes, e.g. the Institute for Inter-American Studies at the University of Miami. (U. Miami)

### **Senior Associate University Librarian**

A rare title, apparently unique to the University of North Carolina. (U. N.C.)

### **Senior Clinical Professor**

A rare senior title for Clinical faculty, not necessarily confined to medicine, but applicable to law and other professional disciplines. (Ariz. St.)

### **Senior Clinician**

A nontenure term full- or part- time appointment to the Clinical Faculty. "To be eligible for appointment as Senior Lecturer or Senior Clinician the individual shall have served as a Lecturer or Clinician or its equivalent for six years." (Iowa State)

### **Senior Collegiate Faculty**

A Faculty in the Blair School of Music at Vanderbilt University, for teachers of music performance at the college level. The Series is {Associate Professor of, Professor of}. (Vanderbilt) See also Junior Collegiate Faculty.

### **Senior Cooperative Extension Educator**

A title for faculty in Cooperative Extension System programs who are not ordinarily members of an academic department. Individuals in this position have, through demonstrated ability, established a respected reputation among both regional and national colleagues. They have presented tangible evidence of scholarly production and other distinguished achievement in creative program development. This position requires a minimum of a Master's degree in a related field with at least 10 years of experience as a Cooperative Extension Educator or the equivalent, or a Ph.D. with at least five years of experience. In addition, incumbents must provide evidence of appropriate teaching, research and service. (U. Conn.)

### **Senior Cooperative Extension Educator in-Residence**

See Senior Cooperative Extension Educator. (U. Conn.)

### **Senior Critic**

At Yale, the rank above Critic. (Yale)

### **Senior Extension Associate**

The next rank above Extension Associate. (Cornell)

### **Senior Faculty**

1. Generally the Senior Faculty consists of the ranks of Associate Professor and the equivalent and above, but this varies by institution. "Senior Faculty includes the following academic titles: Professor, Associate Professor, Research Professor, and Research Associate Professor. This group includes individuals who are engaged in administrative responsibilities and that also hold regular faculty appointments." (U. N.M.) At Iowa State, Senior Faculty "includes tenured associate professors and professors." Cf. Junior Faculty.

2. "Senior faculty status denotes a contract status afforded to those Ranked Faculty members who, following a probationary period, are offered one of two types of continuing appointment: a five year contract or a continuous contract." (Okla. Baptist Univ.)

3. An interim status with reduced workload prior to retirement. "Senior members of the faculty may be released from their regular full-time teaching obligations to pursue scholarly and professional activities ... Prior to acquiring Senior Faculty Status (SFS), a faculty member enters into a written agreement with the College that provides an appointment for a fixed term of service with specified duties and responsibilities. During

this SFS term, the faculty member may not return to full-time teaching; at the end of the SFS term, the faculty member must assume emeritus/emerita status as a retired member of the faculty." (Grinnell)

### **Senior Faculty Fellow**

1. An untenured research faculty position equivalent to Associate Professor. (Rice)
2. See [Faculty Fellow](#).

### **Senior Faculty Research Assistant**

A key support faculty member engaged in research. The position requires a bachelor's degree, but not a doctorate or other terminal degree, appropriate to the field in which the research is being conducted. (Oregon St. U.)

### **Senior Fellow**

A non-tenured rank with widely varying meanings. A Senior Fellow may be a junior position, as at the University of Washington, or a very senior position, as at Stanford and the University of Pennsylvania. "Senior Fellows are considered junior faculty equivalent to Research Associate. The title Senior Fellow is intended to be an extension of professional training for someone who has recently received a terminal degree such as PhD or MD or both. The title of Senior Fellow may be held for up to 3 years renewable with approval up to a maximum of 6 years. This title initially should be offered to those who are within 5 years of receipt of the terminal degree. (U. of Washington) "A substantial majority of Senior Fellows are members of the tenure-line faculty who have major roles in policy centers or institutes. Those roles are recognized by a joint appointment as tenure-line faculty in a department or school and as Senior Fellows in a policy center or institute. An example of such a joint appointment is Professor of Political Science and Senior Fellow at the Institute for International Studies. For members of the tenure-line faculty, standards for a joint appointment as a Senior Fellow in a policy center or institute are consistent with those used for a joint appointment in a secondary department or school: the faculty member's involvement with the policy center or institute in terms of time, effort, and programmatic need justifies a joint appointment. ... Standards and procedures for appointment of non-faculty candidates for Senior Fellow positions are consistent with those for the rank of Professor." (Stanford) Cf. [Center Fellow](#). "A Senior Fellow of the University is a distinguished scholar who holds an appointment outside the Standing Faculty at the University for teaching or research, for a limited period of time." (U. of Pa.)

### **Senior Institute Fellow**

Commonly, a Senior Fellow at a research institute. (Rice)

### **Senior Instructor**

The rank of senior instructor gives higher recognition and salary as well as longer periods of appointment than that of instructor. It is awarded to faculty members who do not have the prerequisites for promotion to the rank of assistant professor but who have special abilities, usually in teaching. (U. Colorado at Boulder) In the University of Oregon System, an appointment to Senior Instructor may be made with [Indefinite Tenure](#). "A senior instructor should possess at least a master's degree or its equivalent

in an academic field related to his/her teaching specialization and must have demonstrated ability as a teacher and adviser and shown evidence of professional growth, scholarship, and mastery of subject matter." (Pa. St.) "This designation is used in cases where the nature of the assignment requires special skills or experience in the instructional program, but does not warrant the rank of Assistant Professor; and in those cases where the performance of the individual could warrant the award of tenure." (Portland St. U.)

### **Senior Instructor Attendant**

See [Attendant](#). (U. Colorado at Boulder)

### **Senior Investigator**

Usually a designation for the recipient of a research grant, but also an academic title. A senior nontenured research position requiring "a national or international reputation in research equivalent to that of a faculty member having the rank of Associate Professor or Professor." (Brown) See Investigator.

### **Senior Laboratory Coordinator**

A staff member who "[o]versees and coordinates the operational activities in a teaching laboratory and lecture halls, ensuring that experiments and demonstrations are set up and functioning properly and that teaching assistants know how to run the experiments. Develops and recommends new experiments and demonstrations and supervises Teaching Assistants." (U. Ariz.) Cf. Laboratory Coordinator.

### **Senior Laboratory Instructor**

"A Senior Laboratory Instructor, in addition to meeting the qualifications for appointment as a Laboratory Instructor, shall at a minimum have: (a) Nine years of prior service as a Laboratory Instructor at the University, or equivalent academic experience; (b) a record of laboratory instruction that is clearly exceptional; (c) partial or complete responsibility for the lecture component of the course; (d) a record of scholarship that demonstrates competence in the discipline; (e) a record of service that includes involvement in the profession." (Santa Clara U.)

### **Senior Laboratory Lecturer**

A title, apparently unique to Bryn Mawr College and Goucher College, for a person with a Ph.D. who has at least six years' experience in one of the lower ranks for Laboratory Instructor or Laboratory Lecturer and "whose teaching is deemed highly satisfactory by the faculty members in the department and by students, as shown by student evaluations." (Bryn Mawr) Cf. Laboratory Lecturer, Senior Laboratory Instructor.

### **Senior Language Lecturer**

The equivalent of Senior Lector, one rank above Language Lecturer (NYU)

### **Senior Lector**

Generally a foreign rank, but used particularly at Yale for untenured faculty engaged in teaching foreign languages. One level above Lector. "The rank of Senior Lector has two steps, characterized by the responsibility of the position and the qualifications and

experience of the individuals appointed to it. Senior lectors with appropriate qualifications may be asked to engage in a limited amount of teaching in non-language courses at the undergraduate or graduate level. ... Qualifications for appointment to senior lecturer at step one include substantial teaching experience with documented evidence of excellence; the capacity to carry out administrative or other department responsibilities such as directing specific courses, contributing to the training of language teachers, or serving on department committees; and evidence of professional growth and activity, either at Yale or nationally, in support of the department's language teaching mission. ... [At step two] the qualifications include a superlative record of teaching as a senior lecturer; continued professional growth as evidenced by special achievements or innovation in support of the department's teaching mission; and demonstrated capacity for leadership in the language teaching profession outside the University." (Yale)

### **Senior Lecturer**

1. The title of Senior Lecturer is associated with a demonstrably higher level of responsibility and teaching excellence than that of a Lecturer, rather than with seniority or longevity. (Stanford)
2. "A title reserved for persons of considerable professional attainment, of eminence, or with recognized expertise in their fields of scholarship or in the creative arts". (U. Pittsburgh)
3. A non-tenured special teacher who augments and complements regular teaching faculty but whose experience and qualifications are commensurate with those of tenured faculty. (U. of Houston)

### **Senior Lecturer in Foreign Languages**

The equivalent of [Senior Lector](#). See also Senior Language Lecturer. (U. of Pa.)

### **Senior Lecturer with Potential Security of Employment**

A lecturer whose qualifications and experiences are such that salary at the full professor level is warranted and whose services are of exceptional value to the institution. A senior level post, equivalent to Professor, awarded to officers of instruction who demonstrate appropriate professional achievement and experience, distinction in their subject field comparable to that attained by leading members of the professorial faculty in similar fields and who warrant the salary of a professor. The appointment carries "security" because the incumbent may be terminated only for "good cause." Sometimes abbreviated Senior Lecturer PSOE. (U. Cal. Santa Cruz) Cf. Lecturer with Potential Security of Employment, Senior Lecturer with Security of Employment.

### **Senior Lecturer with Security of Employment**

A senior level post, equivalent to Professor, awarded to officers of instruction who demonstrate appropriate professional achievement and experience, distinction in their subject field comparable to that attained by leading members of the professorial faculty in similar fields and who warrant the salary of a professor. The appointment carries "security" because the incumbent may be terminated only for "good cause." Sometimes abbreviated Senior Lecturer SOE. (U. Cal. Santa Cruz) Cf. Lecturer with Security of Employment, Senior Lecturer with Potential Security of Employment.



**Senior Lecturing Fellow**

A Non-Regular position on the Instructional Faculty at Duke University, especially the Law School, one rank above Lecturing Fellow. (Duke)

**Senior Librarian**

At Carnegie Mellon, the equivalent of Associate Professor. At other institutions, a librarian rank equivalent to Professor. (U. of So. Ala.) See also Associate Senior Librarian.

**Senior Manuscript Specialist**

An academic library position at the University of Missouri. (U. Mo.)

**Senior Mentor**

Rarely an Official Title, but frequently used to denote a faculty member who guides a medical student through a research fellowship program. (U. Texas)

**Senior Postdoctoral Researcher**

An individual "whose primary responsibility is conducting research and who [is] often are paid from grant or contract funds ... Senior Postdoctoral Researchers must possess a Ph.D. or equivalent degree and shall normally have a minimum of three years postdoctoral experience in a laboratory. Persons appointed to this rank are expected to perform independent research under the direction of a member of the professorial staff." (LSU) A rare title, one rank above Postdoctoral Researcher.

**Senior Preceptor**

A faculty member who directs an academic program at a level below that of a department. (Harvard)

**Senior Primary Research Scientist**

The higher of two ranks in the Primary Research Scientist Track. "[F]aculty appointed as senior primary research scientist or senior associate research scientist must have achieved independence, autonomy, a national and/or international reputation, excellence in the initiation, direction and completion of research projects, and a proven record of research support." (U. Mich.)

**Senior Professor**

1. "The Senior Professor title can be assigned to a faculty member with senior faculty status who, at the time of formal retirement, is willing to continue teaching on an adjunctive basis." (Okla. Baptist Univ.)
2. A rare tenured rank above Full Professor. "This is the highest-level rank for all regular faculty and generally assumes an outstanding career as a full professor at Lincoln for at least ten years." (Lincoln Christian Coll.)
3. "The senior professor in each department is the individual who has held the highest rank in the department for the longest time at the University." (U. Ala.) This definition is necessary because the Senior Professor performs certain ministerial functions.

**Senior Professional Research Assistant**

A title for an individual possessing competence to carry out research or scholarly work of a quality comparable to that produced by an advanced graduate student research assistant. "Appointment to this title is regarded as a promotion above the rank of professional research assistant. The master's degree or equivalent experience is required for appointment ... An individual employed in this capacity is not enrolled in a graduate program." (U. Colorado at Boulder)

### **Senior Registrar**

"The senior registrar shall be responsible for the supervision of the registrar and for such other scheduling of students and related functions as the president may assign. The senior registrar shall be responsible for integrating the above administrative and service offices and functions as appropriate." (CUNY) See Registrar.

### **Senior Research**

A parenthetical suffix designating that the incumbent has a term appointment paid entirely or primarily from research grants or contracts. Sample usage: Associate Professor (Senior Research). (Oregon St. U.)

### **Senior Research Aide**

"Duties are those of a technician used to support professional research personnel and shall be distinctly different from those of a Graduate Research Assistant. Research participation as a Research Aide will not be an acceptable subject for either a thesis or a dissertation." (U. Mo.)

### **Senior Research Analyst**

A nontenured senior professional position requiring "knowledge or competence of an advanced nature in a field of science or learning." (Nova S.E. U.) U. Mo.)

### **Senior Research Assistant**

"The academic qualifications and position functions for senior research assistants are similar to research assistants except that the rank is used for those who have served successfully as research assistants for a number of years, and whose employment is expected to continue given available funds. The pay scale is higher than that of research assistants by virtue of the additional time and experience, and should be similar to that paid senior instructors in the discipline. In rare cases, appointment as a senior research assistant may be offered to a particularly experienced and well-qualified candidate for a research assistant position, but normally the title senior research assistant is reserved for individuals promoted from within the university." (U. Ore.) "A senior research assistant should possess a master's degree or its equivalent in an academic field related to his/her research and must have demonstrated ability as a researcher and shown evidence of professional growth and scholarship in his/her discipline." (Pa. St.)

### **Senior Research Associate**

The implied rank associated with this title varies considerably among institutions. "Senior research associates work in the conduct of research and, after receiving the doctoral degree, have at least ten years of experience as research

associates, or equivalent positions, and have demonstrated significant research achievements in the form of publications, patents, or other measures of research accomplishment." (Northwestern) At the University of Colorado, is indicates a nontenured research faculty member recognized by the University as an outstanding researcher in his/her field, appointment to be regarded as a promotion above the existing rank of research associate, and may be comparable to the regular faculty rank of professor. (U. Colorado at Boulder) At Brown, the status is lower: "Appointees are individuals with at least three (3) years of service as a Research Associate. They must hold the PhD (or equivalent) and possess a research reputation comparable to that of an advanced Assistant Professor or Associate Professor." (Brown)

### **Senior Research Engineer**

An untenured position at a rank equivalent to Professor at most institutions.

"[A]ppointees ... should have demonstrated a degree of proficiency sufficient to establish an excellent reputation among regional and national colleagues. Appointees should provide tangible evidence of sound scholarly production in research, publications, professional achievements or other distinguished and creative activity." (U. Md.) At Carnegie Mellon the position is equivalent in rank to Associate Professor. (Carnegie Mellon)

### **Senior Research Fellow**

The top rung of the Research Fellow ladder, normally requiring a Ph.D. with a distinguished national or international reputation and a substantial publication record. (U. Minn.) A professional research position that "provide individuals, paid through Harvard, somewhat greater job security and a degree of independence in carrying out research necessary to the program or programs of several Harvard faculty members." (Harvard)

### **Senior Research Investigator**

"Senior research investigators serve as principal investigators on externally supported research project(s); there are no institutional/departmental duties or teaching responsibilities associated with this appointment." (Northwestern) A "research title used in research centers for personnel who have joint appointments in departments." (U. Mo. Rolla)

### **Senior Research Scholar**

A non-tenured position usually equivalent in rank to Professor. "Individuals whose accomplishments reflect professional achievement and recognition considerably greater than that of a Research Associate may be appointed as Senior Research Scientist, Senior Research Engineer, or Senior Research Scholar, whichever is most appropriate to the nature of the individual's work." (Stanford) Likewise at (U. Conn., U. Md., Princeton, NYU)

### **Senior Research Scientist**

1. A "senior position in the campus research staff structure ... with special status and prerogatives. Individuals holding such an appointment conduct independent investigations, with the ability to direct the work of others." (MIT) "Senior Research

Scientist ... is analogous to the title of Professor for regular faculty. This title would pertain to an individual who, because of outstanding, sustained, superior performance is recognized by his or her peers as an accomplished senior researcher and leader in her or his field. Researchers with this title will have made outstanding contributions in research and achieved international recognition, as evidenced by original publications in peer-reviewed journals, award of patents, service in national and international organizations and review groups, and continued research funding." (Colo. St. U.) At Columbia, a nontenured equivalent of Professor. (Columbia)  
2. At some institutions using the title, a research position equivalent to Associate Professor. (Carnegie Mellon, U. Texas)

### **Senior Research Technician**

The next rank above [Research Technician](#), but below Supervisory Research Technician. (Boston U.)

### **Senior Scholar**

A nontenured research position in fields other than science and engineering, with rank equivalent to Professor. (U. Indiana) See also [Scholar](#).

### **Senior Scientist**

A scientific research faculty rank equivalent to Professor. (Penn. State) See also [Scientist](#).

### **Senior Staff Associate**

At Columbia, an researcher "holding a bachelor's or higher degree who has had at least eight years of professional experience in his or her field and who is appointed for a term, which is renewable, of up to twelve months for full- or part-time service." (Columbia) Cf. Staff Associate.

### **Senior Staff Lecturer**

At the University of Connecticut, a Gratis Appointment for an "inside appointee with a terminal degree, teaching an organized course." (U. Conn.)

### **Senior Staff Scientist**

A tenured research position requiring the qualifications for an Associate Staff Scientist plus a degree of proficiency in research sufficient to establish an excellent national reputation. (U. Md.)

### **Senior Systems Scientist**

A mid-level Systems Faculty position, with rank equivalent to Associate Professor. (Carnegie Mellon)

### **Senior Teaching Associate**

A [Teaching Associate](#) having significant experience, usually at least for five years. At the University of South Carolina, a staff member who has held the rank of Teaching

Associate for a minimum of six consecutive years. Initial appointment may not be made at this rank; appointment must be by promotion from the rank of Teaching Associate approved through appropriate channels. Masters degree required. (U. of So. Carolina)

### **Senior Teaching Specialist**

A rank in the Instructional Faculty of the University of Minnesota. "These individuals are most likely to be used to teach undergraduate courses when regular faculty cannot provide the needed instruction." (U. Minn.) Cf. Teaching Specialist.

### **Senior Technical Staff Member**

A common title in industry but not often used in academia, one rank above Technical Staff Member. (Princeton)

### **Senior Training Specialist**

The highest rank of [Training Specialist](#). (NYU)

### **Senior University Extension Educator**

See [Extension Educator](#). (U. Wyo.)

### **Senior Visiting Fellow**

"This title is given to established scholars and other distinguished individuals whose association with the University and residence in the community for an extended period (greater than one year) will be of mutual benefit." (Yale)

### **Series**

A sequence of academic titles in increasing order of rank, such as {Assistant Professor, Associate Professor, Professor} or {Faculty Fellow, Senior Faculty Fellow, Distinguished Faculty Fellow}. Also Title Series.

### **Service Associate Professor**

See University Service Professor. (FSU)

### **Service Faculty**

Medical school faculty whose work consists primarily in running a medical service, with little teaching or research responsibility. The Series is {Instructor (Service), Assistant Professor (Service), Associate Professor (Service), Professor (Service)} (W.V. U.)

### **Service Professor**

See University Service Professor. (Fl. St. U.)

### **Shared Appointment**

A full-time academic appointment shared part-time by two or more people. (Skidmore College)

### **SOE**

Abbreviation for Security of Employment.

### **Soil Extension Specialist**

A tenure-track position at Washington State University. The top end of a range that includes Assistant Soil Extension Specialist and Associate Soil Extension Specialist.

### **Soil Scientist**

A tenure-track position at Washington State University. The top end of a range that includes Assistant Soil Scientist and Associate Soil Scientist.

### **Special Academic Rank**

At the University of Alaska, Special Academic Rank means a [Special Faculty](#) position, as opposed to Academic Rank, which denotes [Regular Faculty](#). It comprises exclusively the ranks of Instructor, Lecturer and the Qualified Academic Ranks. (U. Alaska)

### **Special Appointment**

1. An appointment to the Special Faculty. "A special appointment is one made to assign academic rank to a person who has, or is, contributing to the teaching, university service, professional service, or research functions of the academic mission of the university but may not be currently a compensated faculty employee of the institutions." (E. N.M. U.) "A scholar or artist of recognized outstanding attainment may be appointed to any academic rank regardless of the academic degree held." (W. Wash. U.)
2. Rarely, a short-term reassignment within the same institution. "When appropriate, persons may be given special appointments which involve change in teaching and administrative duties." (Willamette U.)

### **Special Appointment Faculty**

The [Special Faculty](#). (Murray St.)

### **Special Faculty (generally)**

1. Faculty other than the [Regular Faculty](#). "In order to maintain the quality, flexibility, and continuity of the academic activities of Carnegie Mellon University in all their aspects (instructional, scholarly, professional and artistic), the work of the regular faculty must be complemented by the services of other qualified persons engaged in the generation or dissemination of knowledge, on a part-time or full-time basis, in positions regarded as conferring faculty status." (Carnegie Mellon) "Such an appointment ... is appropriate for one who has unusual qualifications for teaching, research, academic administration, or public service, but for whom neither the professorial ranks nor the instructor rank is appropriate because of the limited duration of the mission for which appointed, or because of concern for continued availability of special funding for the position, or for other valid institutional reasons." (U. N.C. Pembroke) Cf. Special Faculty Professor.
2. A designation for honored faculty. For example, at the University of Tennessee, the Special Faculty consists of Endowed Chairs, Professorships and

Fellowships, Distinguished Professors, Chancellor's Teaching Scholars and Distinguished Scientists. (U. Tenn.)

### **Special Faculty Professor**

A title used only at MIT. "Special faculty professor is a unique professorship, having been established by the Faculty in July 1971, to be held by the then-retiring President, thereafter to lapse. The duties include lecturing and teaching as the incumbent desires, concerning himself with the welfare of MIT as an institution for education and research, thinking about its problems, and making those findings known." (MIT)

### **Special Instructor**

A title "granted to full-time faculty members whose academic qualifications are different and distinct from those [normally] required of faculty members ... Professional responsibilities assigned to special instructors generally will place greater emphasis on teaching and less emphasis on academic research and scholarly activities." (Oakland U.) "This category is not typically part of the regular faculty ranks, but rather is usually reserved for persons with a limited range of faculty responsibilities or as a transition status for staff persons seeking faculty status." (Lincoln Christian Coll.)

### **Special Instructional Faculty**

A category used only at Columbia, Idaho State and Virginia Tech for "non-tenure-track faculty in instructional or administrative positions." (Va. Tech.) The rough equivalent of Special Faculty, but does not include Research positions. Cf. [Regular Faculty](#).

### **Special Internal Lecturer**

A nine or eleven month non-tenure track position "usually indicating Master's level clinical faculty whose primary function is to assist graduate students in acquiring clinical skills used in the professional setting. This title is restricted to audiologists and speech pathologists who work in the Speech and Hearing Clinic in the Department of Communication Sciences and function as practicing clinicians." (U. Conn.)

### **Special Lecturer**

A catch-all title.

1. At Columbia University, a retired officer of instruction who, because of special competence, is appointed for part-time service to give instruction for a stated term of one year or less, which is renewable. (Columbia)
2. A part-time unranked faculty appointment for persons whose primary occupation is practice of their profession. (LSU)
3. This designation is intended for persons who: (1) have the potential to become tenure-track faculty members while they obtain the necessary educational/professional qualifications for appointment to the faculty; or (2) may be needed for specific teaching assignments that cannot be currently met by tenure-track faculty. (N.J. Inst. Tech.)

### **Special Payroll Lecturer**

An "academic department may identify a currently employed, non-teaching professional as a potential instructor. The University must be satisfied that the additional time is not excessive and that it neither directly nor indirectly interferes with his/her regular work at the University. (U. Ct.)

### **Special Professional Faculty**

A class of faculty at Notre Dame who "perform duties ranging from heading institutes, running laboratories, designing sets for the theatre, filling various administrative posts, to teaching required courses." A complement to the Teaching & Research Faculty. The Series is {Staff Professional Specialist, Assistant Professional Specialist, Associate Professional Specialist, Professional Specialist }. (Notre Dame)

### **Special Purpose Faculty**

"Special Purpose Faculty positions provide special faculty functions such as clinical supervision, writing instruction or internship supervision." (Radford U.)

### **Special Rank Faculty**

Faculty with Honorific titles such as Distinguished, Emeritus, Regents, Trustees, etc. (St. Johns Univ.)

### **Special Reader**

"Special readers are advanced graduate students who assist the faculty member who is teaching the course with the grading of students' papers and exams in upper division and graduate-level courses." (UCLA) Cf. Reader.

### **Special Research Scholar**

At Columbia, a title conferred on retired faculty who continue to participate in programs of funded research. (Columbia)

### **Special Research Scientist**

At Columbia, a title conferred on retired faculty who continue to participate in programs of funded research. (Columbia)

### **Special Resident Fellow**

A nontenured position at the University of Missouri. (U. Mo.)

### **Special Service Professor**

An Honorific, apparently unique to Columbia University, for a retired member of the faculty who returns to full-time work. (Columbia)

### **Special Status Faculty**

A grouping of faculty other than Regular Faculty. The meaning of the term is not consistent among institutions. "Instructional faculty who have "special" status hold



positions that do not lead to tenure, or to de facto tenure, or to the right to be considered for a tenured or tenure track position ... Special status faculty may work on a full-time or part-time basis; they are appointed for a specified period and their contracts may be renewed. " (Coll. of Charleston) "Special status academic faculty include emeriti and affiliate faculty. Appointments of special status academic faculty are exempt from the faculty search and screen process." (Nicholls St. U.)

### **Special Visiting Professor**

A title for distinguished persons who are not regular faculty members but who serve the institution in some instructional capacity. "Special visiting professors are not eligible for membership in the Faculty Senate. The University may, at its discretion, make contributions to a retirement program at the home institution." (U. Colorado at Boulder)

### **Specialist**

1. A title used for professional individuals who serve as practitioners in specific areas of instruction, training, or supervision. The title may carry appropriate descriptive prefixes so as to indicate the specific areas of proficiency, e.g. Practice Teaching Specialist, Physical Activity Specialist, Social Work Field Training Specialist. (U. Texas)
2. The University of California System uses Specialist to refer to "academic appointees who are engaged in research in specialized areas and who do not have any teaching responsibilities" and recognizes the Series {Junior Specialist, Assistant Specialist, Associate Specialist and Specialist}, the latter equivalent to the rank of Professor. (U. Cal.) Above the top rank in the Series is Specialist Above Scale.
3. "The instructional and research functions of the University in some areas require the support of certain persons with full professional training or experience, but who do not themselves teach or conduct research. Frequently persons in these positions must be familiar with the processes of teaching and research in order to render required support effectively. Examples of such positions are the counselors and other professional positions in the Office of Student Affairs; non-research but highly specialized positions in research units; technicians serving instructional laboratories; and like positions which provide professional services auxiliary to instruction or research programs, such as those in the Instructional Resources Service Center." (U. Hawaii)

### **Specialist Above Scale**

An Above Scale rank in the Specialist Series. (U. Cal.)

### **Specially Appointed Faculty**

"Specially Appointed Faculty means all employees whose titles are Lecturer, Tutor, Trainer, Teacher, Visiting Professor, Adjunct Faculty, and other teaching personnel who do not hold the rank of instructor or above." (Lewis & Clark Coll.)

### **Specialty Faculty (generally)**

Commonly, medical School faculty from a particular medical discipline, such as Orthopedics. (U. Fl.)

### **Staff (subject)**

1. Employees of an institution who are not faculty, for example secretaries, maintenance personnel, programmers, financial personnel and groundskeepers. It is a touchy subject whether persons who teach but are not formally Members of the Faculty are considered staff for certain purposes.
2. A prefix denoting a nonteaching position sometimes in the Tenure Track, e.g. Staff Scientist. (U. Md. Baltimore)

### **Staff Associate**

At Columbia, an researcher "holding a bachelor's or higher degree who has had at least four years of professional experience in his or her field and who is appointed for a term, which is renewable, of up to twelve months for full- or part-time service." (Columbia) Cf. Senior Staff Associate.

### **Staff Instructor**

Only occasionally used as a formal title. "This title refers to an inside appointee without a terminal degree, teaching an organized course." (U. Conn.) When uncapitalized it refers casually to an Instructor on the staff of an institution. (Ind. U.)

### **Staff Lecturer**

An "inside appointee with a terminal degree, teaching an organized course." (U. Conn.) See also Senior Staff Lecturer

### **Staff Librarian**

A junior Library Faculty position in the Tenure Track, equivalent in rank to Instructor. (Notre Dame, Shepherd Coll., W.V. U.)

### **Standard Faculty**

The [Regular Faculty](#). (Va. Tech.)

### **Standing Faculty**

A term denoting the regular ranks of Assistant Professor, Associate Professor and Professor, essentially equivalent to [Regular Faculty](#). "The essential requisite for membership in the Standing Faculty is a commitment to both the advancement and the communication of knowledge. The Standing Faculty is composed of all faculty members with tenure or in tenure- probationary status." (U. of Pa.) Cf. Associated Faculty, Non-Standing Faculty.

### **Step**

A salary classification within a Rank. "The 'step' of an appointee is indicated by a Roman numeral after the rank, e.g., Assistant professor, Step II; Associate Professor, Step II; Professor, Step II. The step is not part of the title or the rank. Rather, it is an indicator of the stage of advancement of the individual, and is used primarily to keep a record of such advancement." (U. Cal.)

### **Strict Full-Time Faculty**

Faculty who devote their full time to the institution and are not permitted to earn any outside professional income. (U. Cal.) See Geographic Full-Time Faculty.

**Student Affairs Faculty**

"The Vice Provost for Student Affairs, the Vice Provost for Enrollment Management, administrative officers and professional personnel concerned with student affairs, enrollment and recruitment." (Wash. St. U.)

**Student Counselor**

"A graduate student who is employed by the Division of Student Personnel, the University Division, or another division of the University having responsibilities in the area of student services, and who is engaged in the guidance and counseling of other students." (Ind. U.)

**Substitute Faculty**

"A substitute faculty member is one who is employed on an hourly basis to teach in the place of a faculty member who is absent from class." (Amarillo Coll.) Institutional policies toward Substitute Faculty vary widely. "If a part-time faculty member will not be meeting a class, the faculty member must arrange for a substitute ... It is the responsibility of the faculty member to pay the substitute." (C.C. Aurora) "Given the educational, philosophical, and legal obligations of the faculty of record for a class, the faculty (instructor) who schedules an outside speaker for a class must be in attendance for the entire class. If a faculty member is scheduling a substitute for a class period because the faculty member of record cannot be in attendance, then the faculty member must inform the department chairperson in writing of such a substitution and assure the chairperson of the adequacy of class instruction." (Rowan U.)

**Summer Appointment**

"Faculty on academic-year appointments may be invited by the department head or chair to teach one or more courses in summer school for special compensation." (Va. Tech.)

**Supervising Attorney**

A faculty rank for law school graduates who supervise students engaged in legal services. (Yale)

**Supervisor**

In the University of California System, the highest tenured academic rank in the Physical Education Departments, equivalent to Professor and one level above Associate Supervisor. (Univ. of Cal.) Often Supervisor of Physical Education.

**Supervisory Faculty**

"Supervisory faculty, which consists of persons who perform predominately office or nonmanual work of a supervisory nature as head of a college, school, center, division, laboratory or other administrative unit of a member institution or special unit of the University and Community College System of Nevada" (U. of Nev. System)

**Supervisory Research Technician**

At Boston University the highest rank of [Research Technician](#), one level above Senior Research Technician. (Boston U.)

### **Supplemental Instructional Staff**

At the University of Michigan. a term for Adjunct and Visiting Faculty. (U. Mich.)

### **Supplemental Faculty**

Faculty who supplement the Regular Faculty, e.g., Adjunct and Part-Time faculty. (Wayne St. U.) At East Central University, all faculty are either Regular Faculty or Supplemental Faculty. (E. Central U.)

### **Support Faculty**

1. "Support Faculty are employed for a limited range of duties. They have no university governance or voting rights. They are not progressing toward tenure. They are to assume that their employment ceases at the end of the term of the contract in effect unless they are offered a new contract or unless they are considered to be permanent employees of the University." (U. Miss.) See also Academic Support Faculty. Cf. [Regular Faculty](#).

2. "Support faculty, which consists of persons, including but not limited to teaching assistants, laboratory assistants, athletic coaches and assistant athletic coaches, who perform predominately office or non-manual work: (a) Of a confidential nature performed under the direct supervision of a member of the executive faculty; or (b) Of a predominately intellectual, specialized or technical nature requiring training, experience or knowledge in a field of science, learning or occupation customarily acquired by a course of specialized intellectual instruction, studies or experience, which is performed under general supervision only and requires the consistent exercise of discretion and judgment." (U. of Nev. System)

### **Support Staff with Faculty Rank**

A concept analogous to Administrator with Faculty Rank, in which persons who neither teach nor do research because of their job responsibilities are nevertheless considered faculty members. "Support staff with faculty rank are members of the university holding faculty rank of assistant professor or above who have supervisory responsibility for specific programs that provide educational opportunities for students, implement academic procedures, or otherwise support the educational mission of the university." (Elon U.)

### **Supported Chair**

Similar to an Endowed Chair except that the level of support is less than 100%.

### **Systems Engineer**

A Systems Faculty position with Series is {Systems Engineer, Senior Systems Engineer, Principal Systems Engineer}. The role differs from that of Research Engineer (which carries [Pseudo-Tenure](#)) in that scholarly publication is not normally expected. (Carnegie Mellon)

### **Systems Faculty**

"It is desirable to make particular provision for those that resemble research faculty positions in level of accomplishment, but are devoted to the implementation,

development, or management of research. The holders of these positions shall be called ... Systems Faculty ... Systems faculty conduct and support research in basic and applied computer science, and advance the state of practice. The hallmark of these positions is creativity in the implementation of research ideas and problem solutions, and in the management of research programs." (Carnegie Mellon)

### **Systems Scientist**

A title for researchers whose principal role is to build computer systems pursuant to external contracts and grants. The Series is {Systems Scientist, Senior Systems Scientist, Principal Systems Scientist}. The role differs from that of Research Computer Scientist (which carries [Pseudo-Tenure](#)) in that scholarly publication is not normally expected. (Carnegie Mellon)

### **Teacher**

A term not normally employed at the college level. A formal title for "persons involved in instruction at pre-University level." (U. Ind.)

### **Teaching (generally)**

A parenthetical suffix denoting a non-tenured academic position devoted to teaching. Example: Associate Professor (Teaching). "In everyday usage, the parenthetical designation may be removed from the titles of Assistant Professors, Associate Professors, and Professors holding non-tenure line appointments, but it is to remain in their titles in official publications, personnel files, appointment and promotion papers, administrative records, and other similar contexts." (Stanford)

### **Teaching Assistant**

An "an officer of instruction who is appointed during the academic year for limited periods of service to assist in courses given by an officer of instruction of higher rank. (Barnard Coll.) A student registered in a professional school who has formal teaching duties assisting members of the faculty and involving regular classroom or laboratory contact with students. (Yale) Often used interchangeably with Teaching Fellow.

### **Teaching Assistant Professor**

### **Teaching Associate**

A junior instructional positions given to non-students with credentials more limited than that of Instructor. Normally occupants do not have the Ph.D. (U. of Washington) "The title teaching associate may be applied to a person carrying a full teaching load who may also be taking courses at New York University in certain specified programs." (NYU) Cf. Senior Teaching Associate.

### **Teaching Associate Professor**

See Teaching Professor. (U. Minn.)

### **Teaching Faculty**

One might expect the term to mean faculty who teach, but it has no universally accepted definition.

1. Those members of the faculty who have teaching responsibilities, as opposed, for example, to the Research Faculty or Administrative Faculty. The lines are blurry, since administrators and Research Professors often teach. "Teaching Faculty are primarily responsible for student instruction, which includes lesson planning and presentation, paper grading, test preparation and administration, committee assignments, and student consultation." (Valencia C.C.) Cf. Non-Teaching Faculty.

2. Sometimes Teaching Faculty differs from "Teaching Staff": "The teaching faculty consists of all persons with an appointment to the faculty with one of the following academic ranks: instructor, assistant professor, associate professor, or professor ... Part-time teachers, adjuncts, and assistant instructors, although members of the teaching staff, are not members of the teaching faculty. (Calvin Coll.)

### **Teaching Fellow**

A student registered in graduate school who has formal teaching duties assisting members of the faculty and involving regular classroom or laboratory contact with students. Teaching fellows may have responsibility for teaching sections of a multi-section course if supervision is provided by a regular member of the faculty. Supervision by the faculty will be expected to include assistance both in planning the work of the sections and in helping teaching fellows improve their teaching. (Yale) At most institutions no distinction is made between Teaching Fellow and Teaching Assistant.

### **Teaching Professor**

A nontenured appointment for an individual with whom the institution desires a long-term relationship, but lacks the funding to offer Tenure. The non-tenured equivalent of Professor, thus with the same status as (for example) Research Professor. The Series is {Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor}. (U. Minn.)

### **Teaching-Research Faculty**

1. A term used to encompass both Regular Faculty and Research Faculty. "The Teaching-Research Faculty are full-time faculty members engaged in teaching, research and service, and, if appropriate to the appointment, clinical activity." (Creighton U.)

2. A term used to distinguish the Tenure-Track Faculty from the other Faculties. "Members of the Teaching-and-Research Faculty hold appointments in the academic departments of the University and have the [unqualified] ranks of Professor, Associate Professor, Assistant Professor and Instructor." (Notre Dame). Cf. Research Faculty.

### **Teaching Scholar**

1. At Notre Dame, an unsalaried short-term non-faculty teaching position. (Notre Dame) (Union Theol. Sem.) Cf. Graduate Teaching Scholar.

2. A Honorary position when preceded by an appropriate prefix. See also Distinguished Teaching Scholar, President's Teaching Scholar, University Distinguished Teaching Scholar.

3. A medical school Track for faculty whose primary role is teaching rather than research. (Brown)

### **Teaching Specialist**

An academic professional who has primary responsibility for teaching, similar to Lecturer. The Series is {Teaching Specialist, Senior Teaching Specialist}; these are academic but not faculty ranks. Also used for "unpaid field professionals ... who provide clinical supervision to undergraduate and graduate student field experiences." (U. Minn.) At Stanford, the title is used exclusively in the Department of Athletics, Physical Education and Recreation. (Stamford)

### **Technical Assistant**

1. A junior appointee, usually a student, who participates in the processes of teaching and research but does not possess faculty rank. (U. Mich.)
2. "[T]here are positions, such as Technical Assistant and Curator, that do not necessarily require advanced degrees. Appointees to these positions will not ordinarily receive tenure." (Ohio U.)
3. A Casual Appointment similar to Technical Specialist. (SUNY Potsdam)

### **Technical Instructor**

1. Often used to denote junior faculty who teach in vocational programs. (Copiah-Lincoln C.C.)
2. The junior rank in the Technical Professor Series. (Comm. Coll. of R.I.)
3. At MIT, a title denoting a technically trained person, usually of long experience, who assists in laboratory instruction. "Members of the armed services on duty with resident ROTC detachments are appointed to this rank if their duties warrant." (MIT)
4. A probationary appointment as a member of the U. T. Brownsville faculty in associate degree or certificate programs for the educational partnership with Texas Southmost College. During the period of probationary appointment to this rank, the teaching performance and professional promise of the candidate will be evaluated. (U. Texas)

### **Technical Professor**

A faculty member who concentrates in technical or vocational subjects. At the University of Texas at Brownsville, the Series is {Technical Instructor, Assistant Technical Professor, Associate Technical Professor, Technical Professor}. At the Community College of Rhode Island, it is {Technical Instructor, Technical Professor I, Technical Professor II, Technical Professor III}, the last corresponding in rank to Professor. "Technical ranks are available only in unusual cases to faculty members in the following departments: Industrial Technology, Engineering and Engineering Technology, and Office Administration." (Comm. Coll. R.I.)

### **Technical Specialist**

A Casual Appointment at the State University of New York at Potsdam for those "who provide service for a period of less than six weeks per year, customarily on a task or project related basis; or are appointed on a non-recurring basis. (e.g., to complete a particular finite task with no present intention that they will provide additional service.)" (SUNY Potsdam)

### **Technical Staff Member**

A title used primarily at Princeton for research staff having academic qualifications. (Princeton) See also Senior Technical Staff Member.

### **Temporary (generally)**

A prefix meaning that the incumbent has been appointed because of exigency or emergency, often without having been thoroughly vetted.

"Under limited circumstances, such as to replace faculty on leave, to fill vacancies that occur too late for any appropriate search to be conducted for a tenure-track faculty appointment, to fill a vacancy resulting from an unsuccessful search to fill a tenure-track appointment, or to staff an experimental program, persons may be appointed as temporary faculty." (American U.) See also Temporary Appointment, Temporary Faculty.

### **Temporary Appointment**

"A "temporary appointment" means an appointment for a specified period of time, which shall be indicated in the offer letter. It will not lead to tenure consideration." (Ariz. St. U.) "An appointment of one year or less." (U. Cal. S.F.) It is very difficult to discern any difference among Fixed-Term Appointment, Term Appointment, and Temporary Appointment. "A temporary appointment shall be an appointment which may be terminated at anytime. Temporary appointments ordinarily shall be given only when service is to be part-time ... voluntary, or anticipated to be for a period of one year or less, or when an employee's initial appointment in the University is made to a position vacated by a professional employee who is serving a probationary appointment ... A temporary appointment is also appropriate whenever a position has been vacated by an employee on approved leave." (SUNY Albany) Cf. Permanent Appointment.

### **Temporary Faculty**

It would be so simple if Temporary Faculty consisted of faculty with Temporary Appointments. However, the term has several different meanings.

1. "Temporary faculty include visiting, adjunct, in-residence, and clinical faculty; and lecturers. These may be full-time or part-time." (U. Ca.) "Temporary Faculty" means all employees whose titles are Lecturer, Tutor, Trainer, Teacher, Visiting Professor, Adjunct Faculty, and other teaching personnel who do not hold the rank of instructor or above." (Lewis & Clark Coll.)
2. At some institutions, Temporary Faculty refers only to Visiting Faculty. (Idaho St.) At others, to Visiting and Adjunct Faculty (U. Ill.)
3. "Faculty members who hold a full-time or part-time appointment of one year or less with no implication of reappointment." (Cameron U.)
4. At other institutions, Temporary truly means Temporary. "Under limited circumstances, such as to replace faculty on leave, to fill vacancies that occur too late for any appropriate search to be conducted for a tenure-track faculty appointment, to fill a vacancy resulting from an unsuccessful search to fill a tenure track appointment, or to staff an experimental program, persons may be appointed as a temporary faculty." (American U.) Sometimes these are called Emergency Appointments.

### **Tenurable Rank**



A rank carrying the possibility of an award of tenure. At most institutions, only the Regular Faculty or Ladder Ranks are tenurable. Cf. Untenable Rank.

### **Tenure**

"Tenure is a means to certain ends, specifically: (1) freedom of teaching and scholarship, research, and creative activity, and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society." (S.W. Missouri St. U.)

Tenure is variously defined, often incorrectly. Here is an excellent definition: "Tenure means the status granted (after a probationary period ...) to a Ranked Faculty member protecting him or her from arbitrary dismissal. Tenure gives the faculty member the contractual right to be reemployed for succeeding academic years until he or she resigns, retires, is dismissed for cause, is separated pursuant to a reduction in force, or becomes disabled or dies." (S.W. Missouri St. U.) "Tenure is the privilege of holding an appointment as an associate professor or professor until retirement, resignation, or termination for cause. Tenure resides with the university, not with a department or academic program." (Rice) Also called Indefinite Tenure, Tenure of Office. Cf. [Pseudo-Tenure](#).

### **Tenure-Accruing**

Describes positions that are either tenured or carry the possibility of Tenure. (U. Va.) More commonly Tenure-Track. Sometimes Tenure-Earning. Cf. Title with Limited Term.

### **Tenure-Earning**

Capable of ultimately being awarded Tenure. To be Tenure-Earning one must be in a Tenure-Track position. (N. Mich. U.)

### **Tenure-in-Position**

A status apparently unique to Lewis & Clark Law School, under which a faculty member may receive tenure in an administrative post, such as Legal Writing Director, through application of different standards (more suitable for the specified position) than would be applied to a regular academic position.

### **Tenure of Office**

[Tenure](#). (Smith Coll.)

### **Tenure of Title**

A medical school concept meaning that the incumbent's title cannot be withdrawn except for cause, but without any guarantee of salary continuation. (Columbia)

### **Tenure Stream**

The tenured and tenure-eligible ranks. "The ranks of professor, associate professor, assistant professor, and instructor comprise the tenure stream." (U. Pittsburgh.)

**Tenure Track**

A promotion sequence leading ultimately to the award of Tenure provided that the incumbent continues to meet progressively more stringent criteria for advancement. "A tenure track position is one which may lead to consideration for appointment to tenure." (U. Alaska) At most institutions, the Tenure Track consists only of the ranks {Assistant Professor, Associate Professor, Professor}. Sometimes Instructor is included at the low end of the Series.

**Tenurial**

The proper adjective meaning "pertaining to Tenure." Tenurial Faculty means Tenure-Track Faculty. (Temple U.) See also Tenure-Accruing.

**Term Appointment**

An academic appointment for a specific term or years, as opposed to an Indefinite Appointment, which carries Tenure. (LSU)

**Term Faculty**

"In some instances faculty not on the tenure track serve on annual renewable contracts of half-time or more. These appointments entail fulfilling the range of responsibilities of a full-time faculty member (teaching, advising, institutional service and scholarship). Term faculty are required to meet the appointment qualifications of full-time faculty." (Gordon Coll.) "Term faculty are regular faculty who hold contracts that are generally for twelve months but may be for a shorter period of time. Most term faculty members hold the rank of instructor; however, they may hold any rank from instructor to professor. " (Hawaii Pacific U.) Term Faculty titles, such as Associate Professor, are often indistinguishable from Regular faculty titles.

**Term Professor**

A rare designation for a Professor without tenure, who holds only a Term appointment to perform some limited service in their area of expertise. The rank of the appointment is dependent upon the qualifications of the individual. The Series is {Term Assistant professor, Term Associate Professor, Term Professor}. (Barnard Coll.)

**Terminal Appointment**

An academic appointment made with the specific intent that no further reappointment will be made after the end date. (U. Cal. San Diego) "A Terminal Appointment is an appointment used when a decision has been made to terminate a faculty member at the end of the appointment period." (U. Alaska)

**Terminal Contract**

"A terminal contract is a one-year contract that follows a negative decision, made at or following the mid-probationary review, on the retention of a tenure-track faculty member. A terminal contract is the last faculty contract a faculty member may receive at this University unless the decision to terminate is overturned." (U. N.M.)

**Third Century Professor**

This sounds like an Honorific title in itself but in fact denotes several Named Chairs at Dartmouth and Williams College (Dartmouth, Williams).

### **Title (generally)**

A designation describing one or more aspects of a faculty or academic staff member's function, rank, or status. Even for incumbents holding only one position, there may be a multiplicity of titles used in different circumstances. For example, the [Official Title](#) is the title authorized by the charter of the institution or its governing body and appears on the incumbent's letter of appointment, e.g. Associate Professor Without Tenure. The [Working Title](#) is the name by which the Official Title appears on public documents such as the institution's catalog, telephone directory, and the incumbent's business card, e.g. Associate Professor of French. The [Functional Title](#) describes what the incumbent actually does, e.g. "Director of Graduate Studies, Department of French." Most institutions make no distinction between Functional Title and Working Title. See also Classification Title, Operational Title.

### **Title Series**

Another term for Series. "Academic titles which carry a rank designation (i.e., Assistant, Associate) for which promotion from one rank to a higher rank is possible are designated as a title series. For example, the Professor series consists of the titles: Assistant Professor, Associate Professor, and Professor." (U. Cal. San Diego)

### **Titled Faculty**

This does not refer to British nobility teaching in universities, but is simply a term used generally to distinguish non-Tenure Track faculty from the Regular Faculty or Ranked Faculty. "A titled faculty member is one who has been appointed without rank to a faculty position, and include lecturer, adjunct, affiliate, visiting lecturer, emeritus faculty and artist-in-residence." (N.W. Mo. St. U.) At many institutions the term Special Faculty is used. At some institutions Titled Faculty are not necessarily tenured. "The eight academic titles approved by the University include Lecturer, Adjunct Faculty, Visiting Faculty, Faculty/Research Associate, Faculty-in-Residence, Endowed Chair/Professorship, Distinguished Service Professor, Alcee Fortier Distinguished Professor, and Distinguished Professor. It should be stressed that a title is an honor with no attached tenure rights. The faculty member holding the title may be on individual term, probationary, or tenure contract." (Nicholls U.)

### **Title with Limited Term**

A designation used at the University of Virginia in contrast to Tenure-Accruing. (U. Va.)

### **Track (generally)**

A sequence of positions in normal promotion sequence, often centered on a particular specialty. Also, a Series of titles arranged in order of rank. For example, the Tenure Track is commonly {Assistant Professor, Associate Professor, Professor}, while the Librarian Track may be {Librarian, Senior Librarian, Principal Librarian}. The definition of a particular Track may specify the incumbent's responsibilities or allocation of time. See, e.g., Investigator Track. A large number of tracks exist; many are unique to a single institution. Occasionally a Track is referred to as a [Line](#).

### **Traditional Track**

A designation used in some medical schools to distinguish the standard Series {Assistant Professor, Associate Professor, Professor} from clinical and other Series. "Individuals who achieve excellence in research and teaching are eligible for appointment in this track." (Yale) Cf. Non-Traditional Track.

### **Training Specialist (NYU)**

A non-faculty academic rank for persons engaged in professional training activities, usually under external funding, analogous to the Research Scholar and Research Scientist tracks. The Series is {Junior Training Specialist, Assistant Training Specialist, Associate Training Specialist, Training Specialist, and Senior Training Specialist}. (NYU)

### **Trustee Professor**

A Honorific title granted by a small number of institutions, including Bentley College, St. Bonaventure, Syracuse University, the University of Indiana, University of Pennsylvania. Equivalent to Trustees' Professor.

### **Trustees Distinguished Professor**

A rare title conferred by only a few institutions but when awarded it is usually the highest academic title at the institution. Apparently used only at Indiana State, Ohio State and the University of Delaware. Equivalent to Board of Trustees Distinguished Professor.

### **Trustees' Professor**

1. An Honorific equivalent to Regents Professor. "From time to time, the Board may choose to recognize extraordinary service ... by a ... professor. The official title of this honor is Trustees Professor of (Department), and it will be awarded only occasionally and on a highly selective basis. The Board will normally confer certain ancillary benefits upon recipients of this honor." (Col. School of Mines) See also Board of Trustees Professor, Trustee Professor.
2. In the State of West Virginia System, a title awarded to that state's former university presidents: "To ensure that the institution and the state system of higher education as a whole may continue to profit from the President's accumulated experience and insight, a Trustees' Professorship may be awarded to a President who has served at least five (5) years as President of an institution under the governance of the West Virginia Board of Trustees and has been recommended by the Chancellor." (W.V.U.)

### **Tutor**

A student engaged in individual or group instructional activities in support of regular academic programs. Under supervision, a Tutor's duties may include: individual tutoring sessions, group tutoring sessions, presentation at workshops, and other duties as assigned. (U. Ca. Berkeley) [U. Mo.]

### **Tutor in Law**

A rank, apparently unique to Yale, for law school graduates who assist members of the faculty in courses or seminars, especially in the forensic or services programs, on a part-time basis. (Yale)

### **Tutorial Assistant**

A graduate assistantship position involving tutoring undergraduates. (N. Mich. U.)

### **University Distinguished Professor**

"The title University Distinguished Professor is available to those exceptional scholars and teachers who are appointed as Distinguished Professors and whose work extends beyond traditional academic fields and disciplinary lines. University Distinguished Professors will be selected for their record of extraordinary accomplishment in research and teaching and their promise for continued contributions. They will be persons of demonstrated intellectual leadership whose broad vision and scholarly interests are likely to bring together diverse segments of the University in both research and teaching. University Distinguished Professors are therefore expected to work with and tangibly influence the faculty and students of the broader University community rather than primarily those of one school." (Vanderbilt) "The university distinguished professorship is a pre-eminent faculty rank bestowed by the university board of visitors upon members of the university faculty whose scholarly attainments have attracted national and/or international recognition. The professorship is to be bestowed upon no more than one percent of the total full-time faculty at any time." (Va. Tech.) "The title of University Distinguished Professor is a lifetime title that represents the highest honor Kansas State University can bestow on its faculty, an award that recognizes those making outstanding contributions to teaching, research, and service to their professions and communities." (Kansas St.) Indistinguishable from Distinguished University Professor.

### **University Distinguished Professor-at-Large**

Possibly the rarest academic title in the United States, apparently held by only a single incumbent at North Carolina State University. (N.C. St. U.)

### **University Distinguished Teaching Scholar**

"The purposes of the University Distinguished Teaching Scholars are 1) to confer honor upon faculty members for outstanding teaching, and 2) to symbolize the continuing commitment of Colorado State University to the pursuit of excellence. The title of "University Distinguished Teaching Scholar" is conferred upon the most outstanding faculty members of Colorado State University for the duration of their association with the institution. Upon retirement, those holding the title will be designated a Distinguished Teaching Scholar Emeritus. The title of University Distinguished Teaching Scholar does not refer to another academic rank analogous to Professor or Associate Professor. All persons who hold this title must have as a precondition the rank of Professor and must have tenure." (Col. St.) Cf. Distinguished Teaching Scholar.

### **University Emeritus Professor**

An honorific title, apparently unique to the Colorado School of Mines. "A tenured academic faculty member holding the rank of professor who has completed ten or more years of full-time service ... and has provided unusually distinguished service during that period shall be eligible for the title of University Emeritus Professor at the time of his or her retirement. Although seldom awarded, this title may be conferred upon a faculty

member by the Board in recognition for outstanding dedication and service." (Col. School of Mines)

### **University Faculty**

1. Generally an unofficial term for all Faculty Members associated with a University, but having a special, more restricted meaning at some institutions. At the University of Idaho, for example, University Faculty is synonymous with Regular faculty, while General Faculty is used as the all-inclusive term comprising the other faculties such as emeriti and affiliates. (U. Idaho)

2. Sometimes the term has a specialized meaning that is not all-inclusive. "The University shall consist of the President, the Executive Vice President and Provost, the academic deans, the Regular, Research, Librarian and Educator Faculty." (U. Miami) This definition deliberately omits the Associated Faculty, who are not members of the University Faculty but form part of the General Faculty.

### **University Fellow**

1. A widely-used but confusing term, as it is used for both distinguished faculty and beginning graduate students. As a faculty Honorific, it sometimes carries an endowed salary or honorarium. The basis for awarding it varies greatly from institution to institution. At Southwest Missouri State University the award of this title is based on performance in teaching, research/creative activity and service. The incumbent must have an extraordinary record in one area of accomplishment and a sustained record in the remaining two areas of accomplishment. The status is granted for a period of three academic years and carries with it an automatic six-hour-per-semester time assignment to pursue scholarship and activities in the category of accomplishment for which the award is given. Formerly the title was Distinguished Scholar. (S.W. Mo. St.)

2. The holder of a prestigious fellowship. normally awarded to one or more outstanding graduate students. Not an academic position. "Each department may nominate two applicants to its PhD program for the prestigious University Fellowships, which provide four years of full funding (tuition and stipend). Recipients of these awards are designated 'University Fellow' and participate in a special program that includes mentoring, special lectures, and other activities." (Georgetown)

### **University Librarian**

A tenured academic position equivalent in rank to Professor (U. Fl.) The highest rank in the Series {Assistant University Librarian, Associate University Librarian, University Librarian}. Usually also an administrative post in charge of the institution's libraries.

### **University-Named Professorship**

One of a prescribed set of Endowed titles at Penn State University with a specific syntax: (name of donor) University {Professorship, Senior Scientist or Librarianship} in (name of discipline). The purpose of these positions is to " supplement departmental support for outstanding University faculty in order to provide a holder of the professorship with the resources necessary to continue and further the scholar's contributions to teaching, research, and public service." (Pa. State)

### **University Preceptor**

1. An Honorific title at a small number of institutions, including Princeton and Southern Illinois University. See [Preceptor](#).
2. At the University of Cincinnati it has replaced the title Voluntary Professor for doctors who supervise medical interns. (U. Cinn.)

### **University Professor**

1. An extremely complimentary title awarded to faculty who have done work of exceptional distinction or whose accomplishments cut across several departments or schools. "An appointment, primarily prestigious in a specific discipline, to bestow upon an individual an academic rank that transcends departmental and disciplinary lines, allowing each designated individual the greatest latitude in teaching, writing, and scholarly research." (U. of Ala. Huntsville) "This special title may be conferred only upon individuals who have achieved exceptional scholarly or professional distinction within the academic community; whose achievements transcend traditional disciplinary boundaries; and whose appointment will enhance the reputation and prestige of the university." (Brandeis) Some institutions (e.g. American University and Carnegie Mellon) have both University Professors and Distinguished Professors. "Designation as a University Professor recognizes eminence in several fields of study, transcending accomplishments in and contributions to a single discipline. National and, where appropriate, international recognition in at least one field is required. These individuals are also expected to contribute to the intellectual advancement of their home departments and schools, to other departments and schools, and to the institution as a whole." (U. of Pittsburgh) "A University Professor is a full-time, fully affiliated professor whose accomplishments and abilities transcend departmental lines and whose continued contributions through the years merit recognition by the university as a whole. A University Professor may also be one whose ability to create scholarly works, works of art, or to do research would be enhanced by an extra-departmental assignment. In essence, a University Professor serves as a role model for all within the university community. (Wright State)
2. "The title University Professor is similar to that of University Distinguished Professor, except that the requirements for scholarly distinction are less stringent for University Professor. With respect to other features, such as breadth of contributions, appointments in more than one school, and procedural matters, both titles have identical expectations." (Vanderbilt)

### **University Research Professor**

A variation on University Professor specifically recognizing research. (U. Ala.)

### **University Scholar**

An Honorific for the junior faculty ranks. "A candidate for University Scholar will demonstrate substantial creativity and scholarship in their field of expertise. Evidence of scholarship will include all or most of the following: an exceptional record of sustained publication of peer-reviewed books, papers, creative works, articles in archival quality professional journals, a high degree of citation of these published works by peers, discipline appropriate attainment of major extramural grants and contracts, and evidence of early national recognition among their peers." (U. Louisville) Cf.

Distinguished Scholar, which at the University of Louisville requires evidence of an international reputation.

### **University School (generally)**

In the State University System of Florida, University School ranks are responsible for planning and conducting classes for students in the Developmental Research School, a K-12 institution at which potential teachers receive training. The Series is {University School Instructor, University School Assistant Professor, University School Associate Professor, University School Professor. (State Univ. of Fl.)

### **University School Assistant Professor**

Responsible for planning and conducting classes for students in the developmental research school, including activities and learning experiences appropriate to K-12 students, and assisting in the supervision of university students. See [University School](#). (State U. of Fl.)

### **University School Associate Professor**

See [University School](#). (State U. of Fl.)

### **University School Instructor**

See [University School](#). (State U. of Fl.)

### **University School Professor**

See [University School](#). (State U. of Fl.)

### **University Service Professor**

1. A University Professor title qualified to indicate that the award has come through dedicated service to the institutions. The title more frequently occurs as Distinguished University Service professor. (Lehigh)
2. An authorized rank at Florida State University at the top of the Series {University Service Assistant Professor, University Service Associate Professor, University Service Professor} (Fl. St.)

### **University-Year Appointment**

A term, apparently unique to the University of Michigan, for Academic-Year Appointment. "A University-year appointment is composed of two of the three full terms." (U. Mich.)

### **Unmodified Rank**

A [Regular Faculty](#) rank, without any modifier such as Research, Clinical, Adjunct, etc., but which may include the modifiers Assistant or Associate. (Duke, Tufts, U. of Okla.) Cf. Modified Rank.

### **Unpaid Visitor**

Believe it or not, an academic title. "[P]eople who are invited to spend time at Northwestern University to conduct research of interest to the visitor and are approved and appointed by the Associate Vice President for Research. Unpaid visitors are not



considered University employees and may be appointed as visiting scholars, postdoctoral fellows, or visiting predoctoral fellows. Unpaid visitors are commonly faculty who are on leave or sabbatical; persons visiting Northwestern from other institutions in order to collaborate with Northwestern faculty; persons who have portable grant funding who have chosen to come to Northwestern to conduct their research; and persons who have sought external funding to conduct research at Northwestern." (Northwestern)

### **Unqualified Rank**

A little-used term for general faculty ranks not restricted to any particularly type of service (such as Clinical, Practice, etc.), specifically Instructor, Assistant Professor, Associate Professor and Professor and the Librarian ranks. (Seton Hall) Generally, the Regular Faculty rank, also known as Unmodified Rank. Possibly the rarity of the designation is due to negative connotation of the adjective "unqualified," which does not look impressive on one's resume. Cf. Qualified Rank.

### **Unranked Faculty**

A synonym for Extraordinary Faculty. "Any part-time or full-time employee ... whose primary responsibility is teaching and who does not hold an appointment which makes him/her eligible for senior faculty status or promotion." (Okla. Baptist Univ.) "Unranked faculty are non-tenure-track term faculty, adjunct faculty, Teaching Fellows, and Assistant Instructors who are not eligible for tenure and promotion in rank." (Delmar Coll.)

### **Unranked title**

A generic title conveying no indicator of rank, e.g. Artist, Preceptor, etc., as opposed to a ranked title, which carries or is capable of carry a rank designator, such as Associate Professor or Principal Librarian. See also Faculty Member without Rank.

### **Untenable Rank**

A rank not carrying the possibility of an award of tenure. At most institutions, faculty other than Regular Faculty normally occupy untenable ranks such as Lecturer, Research Professor and Special Faculty positions. (Brown) A synonym of Nontenable Rank. Cf. Tenurable Rank.

### **Visiting (generally)**

1. A prefix denoting that the incumbent's permanent academic appointment is at an institution (the Home Institution) other than the Host Institution at which the incumbent is a visitor. The prefix is normally applied to the title held at the Home Institution except where the resulting designation would be confusing or inaccurate because of a difference in usage between the two institutions. The prefix is "used for professionals outside the University who are appointed temporarily to a special faculty assignment. Appointments vary from a few weeks, to a semester, to a year." (U. Conn.) "The Visiting prefix is used to designate one who (a) either has held, or is on leave or retired from, a relevant position in an academic institution; or (b) whose research, creative activities, or professional achievement make a Visiting appointment appropriate." (UCLA) See also Unpaid Visitor. "A person who is on leave from the

full-time teaching faculty of an accredited college or university or from a comparable educational, research, or policy institution may be appointed on an annual basis as Visiting Professor, Visiting Associate Professor, or Visiting Assistant Professor." (American U.) "At some institutions a Visiting position without compensation is referred to as Honorary. (Rutgers)

2. The title "visiting" is limited to persons who hold professorial rank, usually who are on leave from another institution or professorial affiliation. (U. Va.)

### **Visiting Artist**

A title for individuals who have "academic or professional positions at other institutions or who have outstanding artistic merit." (U. Mont.)

### **Visiting Assistant Professor**

A [Visiting](#) faculty member whose Home Institution rank is [Assistant Professor](#).

### **Visiting Associate**

A person with some scholarly or professional achievement beyond the normal terminal degree may be appointed by the dean of the faculty as visiting associate in the ... for residence of one semester or one academic year to assist in the conduct of his or her own scholarship." (Harvard)

### **Visiting Associate Professor**

1. A [Visiting](#) faculty member whose Home Institution rank is [Associate Professor](#).

2. "The title Visiting Associate Professor [is] used to designate a special category of faculty who are outstanding scientists and/or clinicians, who contribute to the scholarly activities of the School of Medicine and who are not employed by a for-profit organization." (Johns Hopkins)

### **Visiting Engineer**

A visiting faculty member engaged primarily in research in an engineering discipline. Among academic institutions this title is virtually unique to MIT. (MIT)

### **Visiting Exchange Professor**

"The title Visiting Exchange Professor may be granted to scholars who hold full time appointments at other academic or research institutions, normally at the rank of Professor, who come to New York University in accordance with an exchange agreement between New York University and the other institution, authorized by the Office of the Vice Chancellor." (NYU) See Exchange.

### **Visiting Executive Professor**

"This group is made up of full professors in the Wharton School who have held very senior positions in business or government. They impart real-world knowledge to students and serve as role models and advisors as well." (U. of PA)

### **Visiting Faculty**

"Visiting Faculty are faculty members who retain an appointment and academic rank at another (home) institution of higher education and who leave that institution for a

stipulated period of time to engage in teaching, research, service or, if appropriate to the position, clinical activity." (Creighton U.) See [Visiting](#).

### **Visiting Fellow**

A faculty member who joins and works with an institutional faculty member for a limited time exclusively in research, no University funds being involved. (U. of Col. at Boulder)

### **Visiting Instructor**

The lowest rank of visiting faculty. (Marquette) At some institutions the title is reserved for visitors not possessing a doctorate. (Wellesley) See [Visiting](#).

### **Visiting Postdoctoral Scholar**

A training position for those possessing a doctoral degree. (U. Cal. S.F.)

### **Visiting Predoctoral Fellow**

An exquisitely rare title, apparently confined to Northwestern University. "Visiting predoctoral fellows are graduate students from other institutions who are studying at Northwestern for short periods, working with faculty to learn research techniques or to use specialized facilities." (Northwestern)

### **Visiting Professional**

A title for individuals who have been successful in their fields but do not necessarily have a Ph.D. or tenure rank. (U. T. Austin)

### **Visiting Professional Researcher**

A Research Track at UCLA. The Series is {Visiting Assistant Researcher, Visiting Associate Researcher, Visiting Researcher}. (U.C.L.A.). "[A]ppointees are typically scientists visiting from another institution." (U. Cal. S.F.)

### **Visiting Professor>**

1. A generic term meaning a member of the Visiting Faculty.
2. A member of the Visiting Faculty whose Home Institution rank is Professor.

### **Visiting Professor by Rank**

"The title Visiting Professor is assigned to an individual who has or did have ranked appointment (Assistant Professor, Associate Professor, or Professor) at another college or university or the professional equivalent ..." (St. Johns U.) Generally, a visiting faculty member who is given the rank held at his or her Home Institution. See [by Rank](#).

### **Visiting Researcher**

1. "Appointment as Visiting Research or Project Scientist may be made for established scholars with a permanent position at a university, college or research institute who are engaged in [the host institution's] research programs with no teaching responsibilities. Such appointments normally are made at the rank and salary of the home institution." (U. Ca. San Diego)
2. A miscellaneous special title at the University of Arkansas Medical School. (U. Ark.)

### **Visiting Scholar**

1. The Visiting Scholar title is an honorary title awarded to persons who hold professorial (including research titles) positions at other institutions and who are visiting the University but who are not employed by the University during their stay. The purpose of this title is recognition of the visitor's presence at the University, and to make University facilities and privileges (library, etc.) available. (U. of Wash.) Similarly, "Those persons designated Visiting Scholar are visitors to Vanderbilt who have faculty status at other institutions of higher education or are otherwise distinguished, and whose presence on the campus is formally recognized for periods of up to a year in order to use the library, to observe the conduct of a particular course, to consult with a professor or group of faculty members on a matter of common interest, or to pursue some other valid academic purpose. A Visiting Scholar normally does not have formal duties to perform at Vanderbilt and is not a member of the faculty." (Vanderbilt) "Visiting scholars are elected, often for short terms, so that they may participate in scholarly or research activities in a sponsoring department or school. They serve without pay and usually do not participate formally in instruction." (U. Va.)
2. At the University of St. Louis, a junior position equivalent to Visiting Instructor. (St. Louis U.)

### **Visiting Senior Instructor**

A rank created "to allow long serving members the opportunity to be appointed to a rank that will be paid at 1/3 of the way from Visiting Instructor to Visiting Assistant. This new rank is designed for faculty who have a Master's degree and do not possess a terminal degree, but who in all other respects meet the qualifications for the Assistant Visiting Professor rank." (Ma. State Coll. System)

### **Visiting Scientist**

1. A visiting faculty member engaged primarily in scientific research. (MIT)
2. Title for an individual from a non-university scientific institution who does not hold an academic title. (Harvard Med. Sch.) [U. Cinn.]
3. At the University of St. Louis, equivalent to Visiting Instructor. (St. Louis U.)

### **Vocational Teacher**

A Series, primarily at Tennessee Tech, where the faculty includes those who hold academic rank as "senior vocational teacher, intermediate vocational teacher, vocational teacher, and instructor at the area schools." (Tenn. Tech.)

### **Voluntary Faculty**

A synonym of Volunteer Faculty. "The purpose of [the Voluntary] track is to recognize with qualified academic rank those physicians and other health care professionals who give voluntarily of their time to the academic programs of [the institution], most often in teaching and clinical roles." (SUNY Upstate)

### **Volunteer**

A prefix indicating faculty who receive no compensation or slight compensation for their services. An extensive collection of Series exist at the University of Cincinnati. (See the Series Appendix).

### **Volunteer Faculty**

The set of faculty members who are uncompensated or minimally compensated, especially in medical schools, indicated by the prefix Volunteer. "The appointments afford an effective mechanism for exchange of information between the practicing community of medicine and the School of Medicine. For the physician teacher, they represent a form of continuing education along with the satisfaction of teaching. Volunteer Clinical Faculty are appointed on a without salary basis and receive no University compensation." (U. Ca. Davis) "A volunteer faculty member is a professional person who is appointed to the faculty in recognition of professional services performed on behalf of The University of Tennessee Health Science Center and without monetary compensation or regular benefits from the University. A faculty member should perform some specified service for the University (either at the University or through an institution affiliated with the University) as a condition of receiving and maintaining an academic title. Academic activity includes almost any health science school-related activity, such as teaching of students (undergraduate or graduate, residents and fellows), committee work, research, planning or attending educational sessions, preparation of educational materials, or similar activity." (U. Tenn.) Also Contributed Service faculty.

### **Voting Faculty**

Generally, those faculty permitted to vote in the faculty senate or equivalent representative body as specified in the institution's bylaws. Sometimes, faculty who vote at departmental faculty meetings. The composition of the Voting Faculty varies widely by institution. "The voting faculty consists of all persons under full-time contract who have completed a residence of one year at the University and who are tenured or, in the case of librarians and archivists, are on continuing appointment or who hold appointments that make them eligible for tenure or continuing appointment." (Texas Tech.) "Voting Faculty consists of professors, associate professors, assistant professors and instructors who are members of the College faculty, have full-time appointments and whose primary appointment is in the College." (U. Ky.) "The voting faculty consists of the President of the College, the Provost, the Dean of Education, the professional librarians, and the full-time personnel with faculty rank who are teaching at least one catalogue course that semester." (Georgetown Coll.)

### **with Rank of (generally)**

A phrase indicating equivalence of a particular position to that of the Ranked Faculty. On rare occasion, the phrase is part of an [Official Title](#), as in Lecturer With Rank of Associate Professor, Librarian with Rank of Assistant Professor. (U. Idaho, Princeton)

### **With Tenure**

A suffix, often parenthetical, denoting that the incumbent has been awarded tenure. Cf. [Without Tenure](#).

### **with Term**

A suffix meaning that the incumbent is not in the Tenure Track. Example: Associate Professor with Term. (Lewis & Clark Coll.)

**without Limit of Time**

An old phrase meaning tenured, used at a small number of institutions, notably Harvard and Stanford. Abbreviated WLT. (Harvard) Cf. [of Indefinite Duration](#).

**Without Tenure**

A suffix, often parenthetical, denoting that the incumbent does not have [Tenure](#). At the University of Washington, where it is abbreviated WOT, this designation is used in two different situations: (1) the incumbent is qualified for tenure but is [Without Tenure by Reason of Funding](#); (2) the incumbent's record at the time of initial appointment lacks some of the evidence required for tenure (for example, a distinguished scholar without teaching experience). A mandatory tenure review must be conducted in the second year of the appointment; the tenure recommendation (approval, postponement, or denial) is voted on by all eligible Associate Professors and full Professors in the department. If the decision is postponed for one year and denied the next year, the appointment is extended to a fourth and final year. (U. of Washington)

**Without Tenure by Reason of Funding**

A term, unique to the University of Washington, denoting that the incumbent is otherwise qualified to hold tenure but has not been granted tenure because all or part of his/her annual University-administered salary is derived from sources other than regularly appropriated state funds. Except for this distinction, these faculty members have the same rights, responsibilities, and obligations as tenure-track and tenured faculty members at the corresponding ranks. The description of their duties and qualifications for promotion and salary increases for reasons of merit are the same. Except for termination of funding, or for reasons of program elimination such faculty members are not subject to removal, or discriminatory reduction in salary, except for cause. Abbreviated WOT, as in "Professor WOT." (U. of Wash.)

**WLT**

An abbreviation for [without Limit of Time](#).

**Working Title**

The common form of a title in everyday use, as opposed to Official Title. See [Title](#). Cf. Functional Title.

**WOT**

An abbreviation for Without Tenure and [Without Tenure by Reason of Funding](#) (U. of Wash.)

**Writer in Residence (U.S.C.)**

"This title is used for persons whose literary accomplishments qualify them for appointment to an academic department." Persons holding only this faculty title are members of the Support Faculty and are not eligible for tenure or promotion. (U. Miss.)

**Year-to-Year Appointment**

"A 'year-to-year appointment' means that academic professionals so employed shall have no expectation of employment beyond the end of the current appointment period,

which may be for a fiscal year or less. There is no time limit to the number of appointment periods to which a person employed under a year-to-year contract may be appointed. Continuation is determined by performance, availability of funding, and need for the person's expertise." (Ariz. St. U.)

### **Title Prefixes**

Acting  
Adjoint  
Adjunct  
Affiliate  
Clinical  
Collaborator  
Consulting  
Cooperative  
Distinguished  
Exchange  
Field  
Graduate  
Guest  
Honorary  
Instruction  
Instructional  
Invited  
Librarian  
Library  
Practice  
Regents  
Research  
Resident  
Teaching  
Temporary  
Term  
University  
Visiting  
Visiting Executive  
Volunteer

### **Title Suffixes**

Adjoint  
Adjunct  
Affiliate  
(Applied Research)  
Attendant  
by Courtesy

(Clinical)  
(Collaborator)  
(CSL)  
Extension  
(FC)  
(FR)  
(FST)  
Full-Time Affiliate  
in Clinical  
in Practice  
in the Field  
in the Practice  
Librarian  
of Clinical  
of Professional Practice in  
Part-Time  
(Performance)  
Pro Tempore  
Professional Practice  
PSOE  
(Research)  
(Retired)  
(Service)  
(Senior Research)  
SOE  
(Subject to Ph.D.)  
(Teaching)  
(Volunteer)  
with Tenure  
with Term  
without Limit of Time  
without Tenure  
WLT  
WOT

## **Faculties**

Academic Faculty  
Academic Support Faculty  
Acting Faculty  
Active Faculty  
Adjunct Faculty  
Administrative Faculty  
Administrators with Faculty Rank  
Affiliate Faculty  
Affiliated Teaching Faculty



Alumnus Faculty  
Archive Faculty  
Associate Graduate Faculty  
Associated Faculty  
Athletics Faculty  
Auxiliary Faculty  
Career Faculty  
Clinical Faculty  
Collateral Faculty  
Collegiate Faculty  
Constituent Faculty  
Contract Faculty  
Contributed Service Faculty  
Cooperating Faculty  
Cooperative Extension Faculty  
Core Faculty  
Counseling Faculty  
Courtesy Faculty  
Distinguished Service Faculty  
Doctoral Faculty  
Educator Faculty  
Emeritus Faculty  
Extension Faculty  
Extraordinary Faculty  
Faculty-in-Residence  
Faculty with Rank  
Faculty without Rank  
Full Graduate Faculty  
Full-Time Affiliate Faculty  
Full-Time Faculty  
General Faculty  
Geographic Full-Time Faculty  
Governing Faculty  
Graduate Faculty  
Honorary Faculty  
In-Residence Faculty  
Institutional Faculty  
Instructional Faculty  
Interim Faculty  
Invited Faculty  
Junior Faculty  
Library Faculty  
Limited Term Faculty  
Modified Service Faculty  
Non-Standing Faculty  
Non-Teaching Faculty

Off-Campus Faculty  
Ordinary Faculty  
Other Faculty  
Part-Time Faculty  
Participating Faculty  
Per-Course Faculty  
Post-Retirement Faculty  
Practice Faculty  
Pre-Collegiate Faculty  
Primary Faculty  
Principal Faculty  
Pro Rata Faculty  
Pro-Rata Ranked Faculty  
Pro Tempore Faculty  
Probationary Faculty  
Professional Faculty  
Professional Staff  
Professional/Technical Faculty  
Public Service Faculty  
Reduced-Load Faculty  
Regular Faculty  
Replacement Faculty  
Research Faculty  
Resident Faculty  
Resource Faculty  
Retired Faculty  
Senior Affiliate Faculty  
Senior Faculty  
Special Faculty  
Special Instructional Faculty  
Special Professional Faculty  
Special Purpose Faculty  
Special Rank Faculty  
Special Status Faculty  
Specially Appointed Faculty  
Standard Faculty  
Standing Faculty  
Strict Full-Time Faculty  
Student Affairs Faculty  
Substitute Faculty  
Supervisory Faculty  
Supplemental Faculty  
Support Faculty  
Systems Faculty  
Teaching Faculty  
Teaching-Research Faculty

Temporary Faculty  
Term Faculty  
Titled Faculty  
University Faculty  
Unranked Faculty  
Visiting Faculty  
Voluntary Faculty  
Volunteer Faculty  
Voting Faculty

## **Series**

### **Adjunct Faculty**

Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor (U. Cal.)  
Adjunct Instructor in, Adjunct Assistant Professor of, Adjunct Associate Professor of,  
Adjunct Professor of (Vanderbilt)

### **Adjoint Faculty**

Adjoint Instructor in, Adjoint Assistant Professor of, Adjoint Associate Professor of,  
Adjoint Professor of (Vanderbilt)

### **Affiliate Faculty**

Affiliate Instructor, Affiliate Assistant Professor, Affiliate Associate Professor, Affiliate  
Professor (U. Alaska)

### **Archive Faculty**

Archivist, Senior Archivist, Principal Archivist (Carnegie Mellon)  
Assistant Archivist, Associate Archivist, Archivist (U. Wyo.)  
Assistant Archivist, Senior Assistant Archivist, Associate Archivist, Archivist (Cornell)

### **Astronomer**

Junior Astronomer, Assistant Astronomer, Associate Astronomer, Astronomer (U. Cal.  
U. Hawaii)

### **Casual**

Instructor (CSL), Assistant Professor (CSL), Associate Professor (CSL), and Professor  
(CSL) (SUNY Potsdam)

### **Clinical Faculty**

Assistant in clinical (department), Instructor in clinical (department), Associate in clinical  
(department), Assistant professor of clinical (department), Associate professor of clinical  
(department), Professor of clinical (department) (Columbia)  
Assistant clinical professor of (department), Associate clinical professor of (department),  
Clinical professor of (department) (Columbia)  
Affiliate physician/dentist, Senior affiliate physician/dentist (Columbia)  
Clinical Instructor in, Assistant Clinical Professor of, Associate Clinical Professor of,

Clinical Professor of (Vanderbilt)  
Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, and  
Clinical Professor (U. Iowa)  
Instructor in Clinical, Assistant Professor of Clinical, Associate Professor of Clinical,  
Professor of Clinical (Vanderbilt)  
Instructor of Clinical (subject), Assistant Professor of Clinical (subject), Associate  
Professor of Clinical (subject), Professor of Clinical (subject) (U. Cinn.)  
Medical School Assistant Professor, Medical School Associate Professor, Medical  
School Professor (U. Md.)

### **Consulting**

Assistant Consulting Professor, Associate Consulting Professor, Consulting Professor  
(Duke)  
Consulting Associate, Consulting Assistant Professor, Consulting Associate Professor,  
Consulting Professor (Duke Medical)

### **Cooperative Extension**

Extension Assistant, Extension Associate, Extension Instructor, Assistant Extension  
Professor, Associate Extension Professor, Extension Professor (U. Conn.)  
Extension Assistant Professor, Extension Associate Professor, Extension Professor (U.  
Neb. Lincoln)  
Junior Extension Agent, Assistant Extension Agent, Associate County Extension Agent,  
County Extension Agent (U. Hawaii)  
Associate Agent, Agent, Senior Agent, Principal Agent (U. Md.)  
Assistant Area Agent, Associate Area Agent, Area Agent (Southern U.)  
Assistant County Agent,, Associate County Agent, County Agent (Southern U.)

### **Counselor**

Staff Counselor, Assistant Counselor, Associate Counselor, Counselor (E. Ct.. St. U.)

### **Curator**

Assistant Curator, Associate Curator, Curator (LSU, U. Cal.)

### **Extension Faculty**

Assistant University Extension Educator, Associate University Extension Educator,  
Senior University Extension Educator (U. Wyo.)

### **Faculty Associate**

Assistant Faculty Associate, Associate Faculty Associate, Faculty Associate,  
Distinguished Faculty Associate (U. Wisc.)

### **Field Service**

Field Service Instructor, Field Service Assistant Professor, Field Service Associate  
Professor, Field Service Professor (U. Cinn.)

### **Full-Time Affiliate**

Assistant Professor, Full-Time Affiliate; Associate Professor, Full-Time Affiliate; Professor, Full-Time Affiliate (LSU)

### **Graduate Faculty**

Graduate Assistant Professor, Graduate Associate Professor, Graduate Professor (Howard)

### **In-Residence**

Instructor in Residence, Assistant Professor in Residence, Associate Professor in Residence, Professor in Residence

Extension Instructor in-Residence, Assistant Extension Professor in-Residence, Associate Extension Professor in-Residence, Extension Professor in-Residence (U. Conn.)

Assistant Cooperative Extension Educator in-Residence, Associate Cooperative Extension Educator in-Residence, Cooperative Extension Educator in-Residence, Senior Cooperative Extension Educator in-Residence (U. Conn)

Assistant Artist-in-Residence; Associate Artist-in-Residence; Senior Artist-in-Residence (U. Md.)

### **Instructional Professional**

Assistant Instructional Professional, Associate Instructional Professional, Instructional Professional (Ariz. St.)

### **Instructional Professor**

Assistant Instructional Professor, Associate Instructional Professor, Instructional Professor (U. Wisc., proposed but not adopted)

### **Invited**

#### **Lecturer**

Associate Lecturer, Lecturer, Senior Lecturer, Distinguished Lecturer (U. Wisc.)

Lecturer I, Lecturer II, Lecturer III (U. Mich.)

Lecturer, Senior Lecturer, Principal Lecturer (Carnegie Mellon)

Teaching Associate, Instructor, Lecturer (U. Ill.)

Lecturer, Senior Lecturer, Master Lecturer (Boston U.)

#### **Library Faculty**

Assistant University Librarian, Associate University Librarian, University Librarian (U. Cal.)

Assistant Librarian, Senior Assistant Librarian, Associate Librarian, Librarian (U. Wyo.)

Associate Librarian, Senior Associate Librarian, Librarian (U. Mich.)

Assistant-In Libraries, Associate-In Libraries (U. Fl.)

Instructor Librarian, Assistant Professor Librarian, Associate Professor Librarian, Professor Librarian (George Mason)

Beginning Librarian, Assistant Librarian, Associate Librarian, Associate Senior Librarian, Senior Librarian, University Librarian (U. Cinn.)

Staff Librarian, Assistant Librarian, Associate Librarian, Librarian (Notre Dame)

Library Associate, General Librarian, Assistant Librarian, Associate Librarian, Librarian (LSU)

Librarian Assistant Professor, Librarian Associate Professor, Librarian Professor (U. Miami)

Library Instructor, Library Assistant Professor, Library Associate Professor, Library Professor (U. Vt.)

### **Outreach**

Outreach Assistant Professor, Outreach Associate Professor, Outreach Professor (U. Minn.)

### **Practice Faculty**

Assistant professor of professional practice in (department), Associate professor of professional practice in (department), Professor of Professional Practice in (department) (Columbia)

Practice Assistant Professor, Practice Associate Professors, Practice Professors (U. Pa.)

### **Professional Research**

#### **Regular Faculty**

Assistant Professor, Associate Professor, Professor  
Instructor, Assistant Professor, Associate Professor, Professor (U. Ind.)

#### **Research Faculty**

Research Instructor in, Research Assistant Professor of, Research Associate Professor of, Research Professor of (Vanderbilt)

Research Assistant Professor, Research Associate Professor, Research Professor (Northwestern)

Assistant Professor of Research, Associate Professor of Research, Professor of Research (U. Okla.)

Assistant Research Professor, Associate Research Professor, Research Professor (U. Wisc.)

Assistant Research Scientist, Associate Research Scientist, Research Scientist, Senior Research Scientist (U. Mich.)

Associate Researcher, Researcher, Senior Researcher, Distinguished Researcher (U. Wisc.)

Junior Researcher, Assistant Researcher, Associate Researcher, Researcher (U. Hawaii)

Research Investigator, Assistant Research Scientist, Associate Research Scientist, Research Scientist (U. Mich.)

#### **Residence**

Assistant Professor in Residence, Associate Professor in Residence, Professor in Residence (U. Cal.)

#### **Resident**

Resident Instructor, Resident Assistant Professor, Resident Associate Professor, Resident Professor (CUNY)

Resident Instruction Instructor, Resident Instruction Assistant Professor, Resident Instruction Associate Professor, Resident Instruction Professor (U. Mo.)

### **Scientific Faculty**

Assistant Scientist, Associate Scientist, Scientist (Wash. St. U.)

Assistant Scientist, Associate Scientist, Senior Scientist (U. Ind.)

Associate Scientist, Scientist, Senior Scientist, Distinguished Scientist (U. Wisc.)

Research Associate, Senior Research Associate, Senior Scientist (Pa. State)

Research Associate, Research Scientist, Senior Research Scientist (U. Tex.)

Research Computer Scientist, Senior Research Computer Scientist, Principal Research Computer Scientist (Carnegie Mellon)

### **Scholar**

Assistant Scholar, Associate Scholar, Senior Scholar (U. Ind.)

### **Service Faculty**

Instructor (Service), Assistant Professor (Service), Associate Professor (Service), Professor (Service) (W.V. U.)

University Service Assistant Professor, University Service Associate Professor, University Service Professor

### **Special Faculty**

Assistant Professor of (subject), Associate Professor of (subject), Professor of (subject) (U. Tex.)

Assistant Professor (WOT), Associate Professor (WOT), Professor (WOT) (U. Wash.)

### **Special Instructional**

Special Lecturer, Assistant, Associate, Lecturer, Senior lecturer (Columbia)

Associate in (subject), Lecturer in (subject), Senior lecturer in (subject)

### **Special Professional**

Staff Professional Specialist, Assistant Professional Specialist, Associate Professional Specialist, Professional Specialist (Notre Dame)

### **Specialist**

Junior Specialist, Assistant Specialist, Associate Specialist and Specialist (U. Cal. S.F.)

### **Staff Scientist**

Assistant Staff Scientist, Associate Staff Scientist, Senior Staff Scientist (U. Md.)

### **Systems Faculty**

Systems Scientist, Senior Systems Scientist, Principal Systems Scientist (Carnegie Mellon)

### **Teaching**

Assistant Teaching Professor, Associate Teaching Professor, Teaching Professor (U. Minn.)

Assistant Professor (Teaching), Associate Professor (Teaching), Professor (Teaching) (U. Rochester)

### **Technical**

Technical Instructor, Assistant Technical Professor, Associate Technical Professor, Technical Professor (U. Tex. Brownsville)

Technical Instructor, Technical Professor I, Technical Professor II, Technical Professor III (Comm. Coll. of R.I.)

### **Technical Staff**

Technical Staff Member, Senior Technical Staff Member (Princeton)

### **Temporary**

Temporary Instructor, Temporary Assistant Professor, Temporary Associate Professor, Temporary Professor (Cameron U.)

### **University School**

University School Instructor, University School Assistant Professor, University School Associate Professor, University School Professor (State U. of Fl.)

### **Visiting Faculty**

Visiting Instructor in, Visiting Assistant Professor of, Visiting Associate Professor of, Visiting Professor of (Vanderbilt)

Visiting Assistant Researcher, Visiting Associate Researcher, Visiting Researcher (U.C.L.A)

### **Vocational Teacher**

Instructor, Vocational Teacher, Intermediate Vocational Teacher, Senior Vocational Teacher (Tenn. Tech.)

### **Voluntary Faculty**

Voluntary Instructor, Voluntary Assistant Professor, Voluntary Associate Professor, Voluntary Professor (U.S.C)

Volunteer Instructor, Volunteer Assistant Professor, Volunteer Associate Professor, Volunteer Professor (U. Cinn.)

Volunteer Beginning Librarian, Volunteer Assistant Librarian, Volunteer Associate Librarian, Volunteer Associate Senior Librarian, Volunteer Senior Librarian (U. Cinn.)

Volunteer Field Service Instructor, Volunteer Field Service Assistant Professor, Volunteer Field Service Associate Professor, Volunteer Field Service Professor (U. Cinn.)

Volunteer Research Instructor, Volunteer Research Assistant Professor, Volunteer Research Associate Professor, Volunteer Research Professor (U. Cinn.)

Volunteer Instructor of Clinical, Volunteer Assistant Professor of Clinical, Volunteer Associate Professor of Clinical, Volunteer Professor of Clinical (U. Cinn.)



## Institutional Index

The following institutions are cited at least once in this Handbook. Satellite campuses cited are listed in braces.

1. Amarillo College (TX)
2. American University (DC)
3. Amherst College (MA)
4. Arizona State University (AZ)
5. Auburn University (GA)
6. Barnard College (NY)
7. Bentley College (MA)
8. Boston University (MA)
9. Bowling Green State University (KY)
10. Brandeis University (MA)
11. Brown University (RI)
12. Bryn Mawr College (PA)
13. California State University (CA) {Dominguez Hills, Fresno}
14. Calvin College (MI)
15. Cameron University (OK)
16. Capital University (DC)
17. Carnegie Mellon University (PA)
18. Central Washington University (WA)
19. Centre College (KY)
20. The Citadel (SC)
21. City University of New York (NY)
22. Clayton College & State University (GA)
23. College of Charleston (SC)
24. Colby College (ME)
25. Colby-Sawyer College (NH)
26. Colgate University (NY)
27. College of William and Mary (VA)
28. Colorado School of Mines (CO)
29. Colorado State University (CO)
30. Columbia (NY)
31. Community College of Aurora (CO)
32. Community College of Rhode Island (RI)
33. Concordia University (MN)
34. Copiah-Lincoln Community College (MS)
35. Cornell (NY)
36. Creighton U. (NE)
37. Dakota Wesleyan (SD)
38. Dartmouth College (NH)
39. Delmar College (TX)
40. DePaul University (IL)

41. Drexel University (PA)
42. Duke University (NC)
43. East Central University (OK)
44. Eastern Connecticut State University (CT)
45. Eastern Nazarene College (MA)
46. Eastern Tennessee State University (TN)
47. Eastern New Mexico State University (NM)
48. Elon University (NC)
49. Emory University (GA)
50. Evergreen College (WA)
51. Finch University (IL)
52. Florida International University (FL)
53. Florida State University (FL)
54. Fordham University (NY)
55. Frostburg State (MD)
56. George Mason University (VA)
57. Georgetown College (KY)
58. Georgetown University (DC)
59. Georgia State University (GA)
60. Georgia Southern University (GA)
61. Glassboro State College (NJ)
62. Gordon College (MA)
63. Grinnell College (IA)
64. Hamilton College (NY)
65. Hamline University (MN)
66. Harvard (MA)
67. Hawaii Pacific University (HI)
68. Hope College (MI)
69. Houston Community College System (TX)
70. Howard University (DC)
71. Humboldt State University (CA)
72. Idaho State University (ID)
73. Indiana University (IN)
74. Iowa State University (IA)
75. Iowa Wesleyan Coll. (IA)
76. Jacksonville State University (AL)
77. James Madison University (VA)
78. Johns Hopkins University (MD)
79. Juniata College (PA)
80. Kansas State University (KS)
81. Lewis & Clark Coll. (OR)
82. Lincoln Christian College (IL)
83. Loma Linda University (CA)
84. Louisiana State University (LA)
85. Louisiana Technical University (LA)
86. Loyola University (LA)

87. Marquette University (WI)
88. Marywood University (PA)
89. Massachusetts Institute of Technology (MA)
90. Massachusetts State College System (MA)
91. Medical College of Ohio (OH)
92. Medical University of South Carolina (SC)
93. Michigan State University (MI)
94. Middlebury College (VT)
95. Minnesota State University (MN) {Mankato}
96. Montana State University (MT)
97. Morehead State University (KY)
98. Mount Sinai School of Medicine (NY)
99. Murray State University (KY)
100. New Jersey Institute of Technology (NJ)
101. New Mexico Highlands University (NM)
102. New York State University (NY) {Stony Brook}
103. New York University (NY)
104. Nicholls State University (LA)
105. North Carolina State University (NC)
106. North Dakota State University (ND)
107. Northampton Community College (PA)
108. Northern Illinois University (IL)
109. Northern Michigan University (MI)
110. Northern Virginia Community College (VA)
111. Northwest Missouri State University (MO)
112. Northwestern University (IL)
113. Notre Dame University (IN)
114. Nova Southeastern University (FL)
115. Oakland University (MN)
116. Ohio University (OH)
117. The Ohio State University (OH)
118. Oklahoma Baptist University (OK)
119. Oklahoma State University (OK)
120. Old Dominion University (VA)
121. Oregon State University (OR)
122. Our Lady of Holy Cross College (LA)
123. Pace University (NY)
124. Pacific Lutheran University (WA)
125. The Pennsylvania State University (PA)
126. Pittsburg State University (KS)
127. Portland State University (OR)
128. Princeton University (NJ)
129. Purdue University (IN)
130. Radford University (VA)
131. Regent University (VA)
132. Rice University (TX)

133. Rollins College (FL)
134. Rowan University (NJ)
135. Rutgers University (NJ)
136. San Diego State University (CA)
137. San Jose State University (CA)
138. Santa Clara University (CA)
139. Saybrook Graduate School and Research Center (CA)
140. Seattle Pacific University (WA)
141. Seton Hall University (NJ)
142. Shepherd College (WV)
143. Skidmore College (NY)
144. Smith College (MA)
145. Southern University System (LA)
146. Southwest Missouri State University (MO)
147. Southwestern College (KS)
148. St. Bonaventure University
149. St. Johns University (MN)
150. St. Louis Community College (MO)
151. St. Louis University MO)
152. Stanford University (CA)
153. State University System of Florida (FL)
154. State Universities of Illinois (IL)
155. State University of New York (NY) {Albany, Buffalo, Potsdam, Stony Brook, Upstate}
156. Stevens Institute of Technology (NJ)
157. Suffolk University (MA)
158. Sweet Briar College (VA)
159. Syracuse University (NY)
160. Tennessee Technological University (TN)
161. Texas A & M (TX)
162. Texas Technological University (TX)
163. Thomas Jefferson University (PA)
164. Tri-County Community College (NC)
165. Troy State University (AL)
166. Tufts University (MA)
167. Tulane University (LA)
168. Union Theological Seminary (NY)
169. University of Alabama (AL) {Huntsville}
170. University of Alaska (AK)
171. University of Arizona (AZ)
172. University of Arkansas (AK)
173. University of California (CA) {Berkeley, Davis, Irvine, Los Angeles, San Diego, San Francisco, Santa Barbara, Santa Cruz}
174. University of Central Florida (FL)
175. University of Cincinnati (OH)
176. University of Colorado (CO)

177. University of Connecticut (CT)
178. University of Delaware (DE)
179. University of Florida (FL)
180. University of Georgia (GA)
181. University of Guam (GU)
182. University of Hawaii (HI) {Community Colleges}
183. University of Idaho (ID)
184. University of Illinois (IL) {Urbana}
185. University of Indiana (IN)
186. University of Iowa (IA)
187. University of Kansas (KS)
188. University of Kentucky (KY)
189. University of Louisiana (LA) {Lafayette}
190. University of Louisville (KY)
191. University of Maine (ME)
192. University of Maryland (MD) {Baltimore}
193. University of Massachusetts (MA) {Amherst}
194. University of Memphis (TN)
195. University of Miami (FL)
196. University of Michigan (MI)
197. University of Minnesota (MN)
198. University of Mississippi (MS)
199. University of Missouri (MO) {Rolla}
200. University of Montana (MT)
201. University of Nebraska {Lincoln}
202. University of Nevada (NV) {Las Vegas, Reno}
203. University of New Mexico (NM)
204. University of North Dakota (ND)
205. University of North Texas (TX)
206. University of Northern Iowa (IA)
207. University of Oregon (OR)
208. University of Pennsylvania (PA)
209. University of Pittsburgh (PA)
210. University of Rhode Island (RI)
211. University of Rochester (NY)
212. University of South Carolina (SC)
213. University of South Dakota (SD)
214. University of South Florida (FL)
215. University of Southern Alabama (AL)
216. University of Southern California (CA)
217. University of St. Thomas (MN)
218. University of Tennessee (TN) {Knoxville}
219. University of Texas (TX) {Arlington, Austin, Dallas, San Antonio}
220. University of Toledo
221. University of Utah (UT)
222. University of Vermont (VT)

223. University of Virginia (VA)
224. University of Washington (WA)
225. University of Wisconsin (WI) {Madison}
226. University of Wyoming (WY)
227. Utah State University (UT)
228. Utah Valley State College (UT)
229. Valencia Community College (FL)
230. Vanderbilt University (TN)
231. Virginia Commonwealth University (VA)
232. Virginia Military Institute (VMI)
233. Virginia Tech (VA)
234. Wartburg College (MI)
235. Washington State University (WA)
236. Wayne Community College (NC)
237. Wayne State University (MI)
238. Weber State University (UT)
239. Wellesley College
240. West Virginia University (WV)
241. Western Connecticut State University (CT)
242. Western Michigan University (MI)
243. Western Kentucky University (KY)
244. Western Washington University (WA)
245. Wheaton College (IL)
246. Wilberforce University (OH)
247. Willamette University (OR)
248. Williams College (MA)
249. Wright State University (OH)
250. Wytheville Community College (VA)
251. Yale University (CT)