



#### **4. Visiting**

This is an appointment of a person having professional qualifications, when either the person or the position is not expected to be available for more than a limited time. Visiting appointments that are not expected to extend beyond one year may be exempt from the PeopleAdmin recruitment process (Faculty Search Checklist). For employees in the UFF bargaining unit, "visiting" appointments are governed by the collective bargaining agreement (Article 8, Appointment, FAU BOT/UFF Collective Bargaining Agreement). Different provisions apply to academic appointments not in the UFF bargaining unit; please refer to the applicable policies (i.e., Charles E. Schmidt College of Biomedical Science; Harbor Branch Oceanographic Institute at FAU) for details.

#### **5. Joint Assignment**

A faculty member may be offered an assignment in more than one department/college. They maintain one primary appointment with one primary supervisor who consults with the secondary supervisor in regard to such issues as assignment, evaluation, promotion and tenure, salary, etc...

#### **6. Research**

Research faculty are employees paid primarily from research grants and/or contracts. They may participate in the instructional and research programs of the College and may be eligible for graduate/doctoral faculty status. Research faculty may be included in the UFF bargaining unit depending on the specific location, title and duties of the position.

The policy and procedure for research appointments are the province of the Division of Research (Faculty-Level Research Appointments, 4/30/04).

#### **7. Clinical or Practice**

These modifiers are for non-tenure earning appointments in conjunction with a professional position or professional experience. The *clinical* modifier is generally used with faculty who have a professional position or experience in a health care setting. Colleges may also use the titles of Assistant, Associate, or Professor of Practice for appointees who come to the University with extensive experience in industry or the human services. Clinical or Practice appointments may be included in the UFF bargaining unit depending on the specific location, title and duties of the position.

#### **8. Courtesy, Affiliate, Volunteer**

Unpaid appointments may use the modifiers courtesy, affiliate or volunteer. The policy and procedure for Courtesy appointments is outlined in Provost's Memorandum 2007-04 (Policy on Courtesy Faculty Appointments – Revised) (<http://www.fau.edu/provost/files/courtesyfacultyapp>).

#### **9. Honorary/Honoris Causa**

This is an honorary title awarded to an individual having achieved distinction and honor in his/her field. The selection of recipients for honorary degrees is coordinated by the Office of the President, in consultation with the Provost and the Honors and Awards Committee of the University Faculty Senate.

#### **10. *Emeritus***

An honorary title which may be conferred at retirement in recognition of distinguished service. The titles Emeritus Professor and Librarian Emeritus, each have their own policy and procedure (Provost's Memorandum 2002-02, Policy on Emeritus Faculty (<http://www.fau.edu/provost/files/emeritusfaculty.pdf>) ; Provost's Memorandum 2007-01, Policy on Librarian Emeritus). (<http://www.fau.edu/provost/files/librarianemeritus.pdf>)

#### **11. *Phased Retiree***

This is an appointment under the provisions of the Phased Retirement Program. For employees in the UFF bargaining unit, eligibility and provisions of the Phased Retirement program can be found in Article 24, Benefits, of the FAU BOT/UFF Collective Bargaining Agreement.

#### **12. *Multi-Year***

This is an appointment which extends beyond one academic year. Faculty may be offered fixed multi-year appointments for two to five years, with the possibility of successive appointments being offered in the penultimate year. For employees in the UFF bargaining unit, Article 8, Appointments, of the FAU BOT/UFF Collective Bargaining Agreement will govern. These conditions do not apply to academic appointments outside the bargaining unit.

#### **13. *Graduate Faculty***

The FAU Board of Trustees approved the establishment of a Graduate College in November 2007. This is a single University-wide Graduate College with a single University-wide graduate faculty. The categories of membership are: Graduate Faculty, Associate Graduate Faculty, Graduate Lecturer, Graduate Faculty Emeriti. Criteria for membership may be found in the Graduate College Governance Document ([http://www.fau.edu/graduate/gc/Graduate College Governance Document 040408 SF.doc](http://www.fau.edu/graduate/gc/Graduate%20College%20Governance%20Document%20040408%20SF.doc)).

Please direct any questions about the faculty search process to Diane Alperin, Associate Provost of Academic Personnel (7-2959, [alperind@fau.edu](mailto:alperind@fau.edu)).

cc: Provost's Advisory Council

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