

# Faculty Status

## AA\_AO\_FC\_30

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### Policy Statement

The University utilizes several statuses for faculty including Chief Administrators of the University, Full-Time Faculty, and Adjunct Faculty.

### Policy Procedures

**Chief Administrators of the University:** these positions are President, Executive VP for Academic Affairs, and Chancellor. They have faculty benefits and qualify for the faculty calendar; however, they follow the calendar as negotiated with the President and Board of Trustees.

**Full-Time Faculty:** the individuals whose primary responsibility is that of teaching and research and who are employed on a full-time employment contract. They have faculty benefits and follow the faculty calendar. Their job duties are specified by contract and typically include, program coordination, teaching, providing feedback, conducting assessments, ensuring student outcomes are met, and providing institutional service.

Faculty under this category may also be appointed on a fractional basis. This may typically be 0.5 fraction – meaning that such a faculty member teaches half the load of a 1.0 faculty member. Individual work requirements will be specified in each contract.

Full-time faculty are typically appointed to one of the following ranks: Lecturer; Assistant Professor; Associate Professor; Professor; Distinguished/Endowed/Chair Professor.

There are differences in work expectations depending on which rank a full-time faculty member has been appointed to. As a general matter, lecturers have primary responsibility to deliver excellent teaching and service. Assistant professors have work expectations distributed between teaching, research, and service. The exact distribution may vary from one faculty member to another, but a 50-20-30 split between teaching, research, and service, respectively, is normal at Carolina University. Associate professors are expected to contribute leadership to their disciplinary area and be more advanced in their profession than assistant professors. As a general matter, a significant track record of achievement in teaching, research, or professional practice is required for appointment at this level. Professors are expected to possess national or international records evidencing substantial accomplishments in their field and provide leadership at the institutional level.

**Adjunct Faculty:** part-time faculty members who only teach and are paid on a per course basis. There are no benefits except remuneration for teaching. Adjunct faculty may be invited to attend faculty meetings but are not required and do not have voting rights. They are not required to have regalia at graduation.

**Professor of Practice:** This role is provided to faculty members who have a record of achievement in a professional area and who maintain practice work externally. These appointments help bridge the gap between theory and practice and help students to gain insights from real-world practice applicable to their discipline.

**Ad Hoc Faculty roles:** On an as-needed basis, the university may employ individuals to ad hoc teaching roles including, but not limited to, teaching assistants, graduate assistants, demonstrators, preceptors, coaches, etc. These positions are negotiated individually and work expectations are stipulated by contract.

### Compliance

#### TRACS

