

Types of Appointments

There are two major categories of appointments to the faculty: regular continuing faculty appointments and temporary and/or special appointments. The academic support staff includes Laboratory Assistants, who do not hold faculty rank.

Regular Continuing Faculty

Non-tenure track Appointments

Continuing Instructor appointments are for regular full-time faculty who are not on tenure-track. Instructors are not eligible for tenure, nor does service in this rank normally count toward the tenure probationary period upon appointment to a tenure-track rank (See Appendix A, Document II). Instructor appointments shall not include any right to permanent or continuous employment, shall not create any manner of legal right, interest, or expectancy of renewal of any other type of appointment, and shall be subject to annual renewal by the University.

Tenure-track (Probationary) Appointments

Tenure-track appointments are for regular full-time faculty with academic rank of Assistant Professor or higher. These appointments require faculty members to serve a probationary period of employment before a consideration for tenure is made. Tenure-track appointments shall not create any manner of legal right, interest, or expectancy of renewal or any other type of appointment, and shall be subject to annual renewal by the University.

Tenured Academic Appointments

Tenure appointments are for regular full-time faculty with academic rank of Assistant Professor or higher who have been awarded tenure by the Board of Supervisors. Tenure appointments include the assurance of continued employment for the academic year, subject to termination for cause or as a result of financial exigency.

Special Appointments

Temporary and Special appointments as described below carry no assurance of reappointment, promotion, or tenure. All appointments or reappointments of these types are made by the University with the understanding that the condition of employment shall terminate on the ending date indicated in the appointment agreement.

Temporary

Temporary special appointments are those that are awarded for a specific time and in response to a specific need. There is no guarantee of continued employment for persons in this category.

Adjunct Faculty

The title of "adjunct" (e.g., Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor) refers to appointments of persons who

serve the University in an advisory capacity, whose principal employer may be other than UL Lafayette (but who make a substantial regular contribution to the academic activities of the University), and/or who fill positions of instruction created by enrollment demand. An adjunct appointment need not be salaried. The qualifications for adjunct rank shall be comparable to those of the corresponding regular faculty ranks. Adjunct appointments are individually negotiated and may be renewed. Adjunct appointments shall not include any right to permanent or continuous employment, shall not create any manner of legal right, interest, or expectancy of renewal of any other type of appointment, and shall be subject to semester or annual renewal by the University.

Visiting Faculty

The term "Visiting" (Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor) refers to a temporary appointment (usually for one year) subject to limited renewals with the approval of the President. Visiting appointments are appropriate only in cases in which association with the University is temporary and brief. The qualifications for Visiting Faculty rank shall be comparable to those for appointment at the corresponding regular faculty ranks. Names will not be listed in either the Graduate or Undergraduate Bulletins of the University.

Lecturer

Faculty appointed with a title of Lecturer are usually hired for a specified time. Faculty in this category may apply for a regular, continuing appointment. The title of Lecturer may also be given to a visiting faculty member who is on a limited appointment. An appointment as Lecturer need not be salaried. The qualifications for these appointments shall be comparable to those of the regular faculty. Lecturer appointments are individually negotiated and may be renewed.

Off-Campus Faculty

Off-campus or extension faculty teach at sites separate from the main campus. They may not enjoy many of the usual amenities (e.g., office space, telephone, etc.) of on-campus faculty; however, they will have access to some location for sending and receiving official University mail, including communication with students in their classes. They will also have faculty library privileges and may purchase parking stickers for access to the main campus library. Remuneration to these faculty is usually on a per-course basis.

Research Scientist/Research Associate

A person hired as a "Research Scientist" or "Research Associate" does research on projects usually funded from external grants or contracts. The appointment may be for a specific limited period of time, usually coinciding with the funding period of a project, or the appointment may be an ongoing appointment, contingent on continuing successful performance and continued funding. The qualifications of such researchers are related to skill in doing specific required research tasks. Most of these research positions require a Ph.D. or other terminal degree. The appointment as a Research Scientist or Research Associate does not carry tenure.

Laboratory Assistants (Part-time/Full-time)

Appointments for laboratory assistants, whether part-time or full-time, are subject to the same criteria as those governing unclassified employees. Laboratory assistants may be invited to

teach appropriate sections only under the supervision of a regular faculty member. Laboratory Assistants are not members of the faculty; their appointments shall not include any right to permanent or continuous employment, shall not create any manner of legal right, interest, or expectancy of renewal of any other type of appointment, and shall be subject to annual renewal by the University.