

## **POLICY 1021**

### **GUIDELINES FOR JOINT APPOINTMENTS OF FACULTY**

#### **Purpose**

The purpose of appointing a faculty member to more than one department is to increase the synergism existing from the recognized multidisciplinary nature of teaching and research in many fields. In all cases each faculty member so appointed will have a primary department where all tenure, promotion, and other usual administrative considerations relating to him/her will be conducted. Other departments or faculty with which the faculty member interacts may provide letters of assessment on the success of collaborative efforts in the usual manner if so requested. Joint appointments may be considered for faculty members of different departments in the same college, departments in different colleges, or even different universities.

#### **Process of Joint Appointments**

A faculty member seeking a joint appointment must initiate the process by addressing a letter, with an attached vita, to the Dean of the College where he or she wants to receive a secondary appointment with a copy to his department chair, who must endorse the process. If the Dean receiving such a letter concurs with the desirability of the joint appointment, the letter will be passed on to the department receiving the request or otherwise the process will terminate. The department faculty will vote on the desirability of the joint appointment and must approve it to be effective.

#### **Rights and Privileges of Joint Appointees**

Faculty holding joint appointments can attend and have voice in meetings of the department in which they hold the secondary appointment but will have no vote. Faculty matters relating to assignments, tenure, promotion and all other administrative issues will continue to be handled in the faculty member's department where he or she holds the primary appointment. Faculty members holding joint appointments may direct theses in the department where they hold the joint appointment provided that they fulfill all the usual requirements of the secondary appointment department and may participate as a member of one or more Ph.D. program faculty according to the policies of those Ph.D. programs. For new faculty being offered joint appointments, the faculty member must be acceptable to both departments in the hiring process, and again, one of the departments must be designated as the department of primary affiliation.

#### **Compensation**

Most often faculty holding joint appointments will be compensated only by the primary department. If a faculty member's salary were split between departments in a joint appointment, then one department will be designated the primary department for the faculty to handle all administrative matters related to that faculty member. The department offering the secondary appointment may provide advisory and evaluative information on the portion of the faculty member's activities relating to the joint appointment, but the administrative decisions will be made in the department holding the primary appointment.

#### **Relinquishing Joint Appointments**

A jointly appointed faculty member may relinquish the appointment by notifying the secondary department of his or her wishes. Similarly, the faculty of the secondary department may vote to discontinue the joint appointment.