

These are general descriptions. For full detail please refer to Faculty Bylaws Article IV: Faculty Rank and Article V: Faculty Appointments on the FA Website at: <http://www.hsc.unt.edu/departments/facultyaffairs/bylaws.cfm>.

FACULTY APPOINTMENT

Full-time and part-time faculty are responsible for the quality of their contributions to the curriculum in areas of specific teaching, clinical, or research/scholarly activities.

- **Full-time Faculty** devote their primary professional efforts to the affairs of the UNTHSC. The success of the instruction program lies with the full-time faculty.
- **Part-time Faculty** devote less than 50% of their professional efforts to the affairs of the UNTHSC.

Initial Clinical and Non-clinical Appointment

Applicants for faculty positions are recruited and recommended for appointment through the process which involves the department chair/ institute executive director, appropriate dean/vice provost of health institutes, and provost. The individual will be notified in writing by the provost as to the rank and status of his/her initial appointment. Contracts are renewed annually.

Adjunct Appointment

Adjunct faculty are individuals whose primary position is not in UNTHSC and whose function is to participate in teaching, research or service programs. Appointments are up to three (3) years, and shall be terminated without notification upon expiration of the stated appointment. Reappoint may be offered prior to expiration.

Affiliate Appointment

Affiliate faculty are individuals who are not employed by UNTHSC who engage in the training of students, residents or other duly enrolled participants in academic programs sponsored by the UNTHSC. Appointments are three (3) years, and shall be terminated without notification upon expiration of the stated appointment. Reappoint for additional terms may be offered to those individuals consistently meeting the goals and objectives of the UNTHSC.

Cross Appointment

Cross appointments designate faculty appointments to more than one department, or school with financial support for the position coming from only one of the units.

Joint Appointment

Joint appointments designate faculty appointments to more than one department, or school with financial support for the position shared by the units concerned. Joint appointments may be at any of the faculty ranks.

Visiting Faculty

The titles of Visiting Instructor/Visiting Assistant Professor/Visiting Associate Professor/Visiting Professor are used only for temporary appointment of persons either visiting from other institutions where they hold similar ranks or who are brought to UNTHSC on a trial basis. Such appointments are limited to two (2) years unless an exception is approved in writing by the provost.

Regents Professor - Board of Regents approval required ([UNTHSC 06 Faculty Affairs - Policy 6.102](#))

The purpose of the Regents Professor award at UNT Health Science Center (UNTHSC) is to provide recognition and salary support for individuals at the rank of professor who have performed outstanding teaching, research and service to the profession, and who have achieved a high level of national and international recognition.

Emeritus Professor - Board of Regents approval required

The Emeritus Professor award at UNTHSC is to recognize faculty members, at any faculty rank, who continue to contribute to the UNTHSC after their retirement from full-time faculty employment.

Emeritus Regents Professor - Board of Regents approval required

The designation of Emeritus Regents Professor may be awarded to a faculty member who retires from full-time faculty employment while holding the designation of Regents Professor.

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Emeritus Administrator - Board of Regents approval required

In some instances, recognition of outstanding contributions to the administration will also be recognized with a designation of Emeritus status for positions of President, Provost or Dean following that individual's retirement from full-time employment.

FACULTY RANK: Title recommended by the Chair/Institute Executive Director based on criteria for each school/college.

The rank of initial appointment is determined by factors such as education, type of degree held, academic experience, research activity, publications, academic responsibilities at the UNTHSC, public service and any contributions to the academic community.

Ranks

Instructor, Assistant Professor, Associate Professor, Professor
Research Instructor, Research Assistant Professor, Research Associate Professor, Research Professor
Regents Professor, Emeritus Professor. Emeritus Regents Professor and Emeritus Administrator

Tenured Faculty

Tenured faculty are full-time faculty appointed for one year with a mutual expectation of continued, annual reappointment. Board of Regents approval is required for tenure appointment.

Ranks: Associate Professor, Professor, or Regents Professor

Appointment with Tenure

Under special circumstances and with the approval of the chair, appropriate dean, provost, and president, a new faculty member may be appointed with tenure. Such appointments must be approved by the Board of Regents.

Ranks: Associate Professor, Professor

Tenure Track

Tenure track faculty are those non-tenured faculty seeking tenure and are appointed annually.

Ranks: Instructor, Assistant Professor, Associate Professor, or Professor

1. **Beginning with the initial appointment to the rank of Assistant Professor, the probationary period shall not exceed nine (9) years;** i.e., the decision on tenure will be made during the last probationary year. If tenure is not granted to the faculty member, his/her next year shall be his/her terminal year on the tenure track. A faculty member may apply for tenure before the last probationary year. If denied, then the faculty member may remain on tenure track and reapply during the last probationary year.
2. **Beginning with the initial appointment to the rank of Associate Professor or Professor, the probationary period shall be a minimum of one (1) year before application for tenure, but not to exceed six (6) years;** i.e., the decision on tenure will be made during the last probationary year. If tenure is not granted to the faculty member, his next year will be his/her terminal year on the tenure track. A faculty member may apply for tenure before the last probationary year. If denied, then the faculty member may remain on tenure track and reapply during the last probationary year.

Appointment periods for tenure purposes are calculated from September 1 of the calendar year in which the appointment is effective. For example: If Dr. X starts on September 1, 2017 his/her appointment period for tenure would be calculated from that date. **However,** if Dr. X started on September 2, 2017 his/her appointment period for tenure would not start being calculated until September 1, 2018.

Non-Tenure Track

Non-tenure track faculty are those who do not seek tenure, typically research and clinical faculty. Service in these titles is for a stated period of time as determined by the contract. In cases where the salary of a research faculty member is funded by a grant and the funding terminates the faculty member's appointment ends at the time the funding terminates, regardless of the term of appointment.