

Faculty titles, distribution of effort, privileges

This system of faculty titles and profiles replaces the system of workload credits and the designation of “Career Academic,” “Academic” and Prefix.

1. “Regular” faculty: employed by CDU at 75-100%

These faculty members contribute to instruction, research, clinical practice, and service. Variation in extent of contribution among the four areas is recognized through profiles that delineate distribution of effort for individual faculty members. These faculty members hold voting rights in the General Assembly and their respective department, school, or college assemblies; they are eligible for election to the Academic Senate.

- Titles: Instructor, Assistant Professor, Associate Professor, Professor
 - Base profile: 40% instruction, 40% research and/or clinical practice, 20% service
 - Research or grant-funded profile: 60-80% research, 0-20% instruction, 5-20% service*
 - Educator profile: 60-100% instruction, 0-20% research, 5-20% service
 - Clinical profile: 40-95% instruction, 0-40% clinical practice, 5-20% service
 - Administrative profile: 25-100% service. These individuals are program directors, department chairs or associate chairs, and assistant or associate deans who hold faculty standing.
- Profiles are not indicated in titles. They are determined annually in consultation between the faculty member and department chair, program director, or dean.
- Faculty members may transfer from one profile to another. Individuals on research profiles may be required to transfer to a balanced profile or educator profile if they do not maintain sponsored support for their research activity or cease to produce significant published research results.
- It is expected that regular faculty members in positions funded wholly or in part by extramural grants, in the event that such funding becomes no longer available, will be retained by the university at their level of employment, by the university assigning them to new instructional or service duties or through up to two years of bridge research funding for researchers actively seeking continued external research support.
- Faculty members in this category whose employment at CDU shifts temporarily (maximum 2 years) to between 50% and 74% retain regular faculty voting rights.
- Individuals who do not meet the 75% threshold above but who do meet the academic qualifications for the university and whose contribution to the university is deemed extraordinary may be appointed in this category by exception. These faculty members perform extraordinary service in at least two areas (instruction, research, clinical practice, service). These faculty members are appointed through the same peer review and approval processes as all regular faculty members.

2. “Clinical” faculty: employed by a CDU healthcare affiliate or as independent practitioners up to 100% and employed by CDU at less than 75% with an expectation of ongoing employment. This category also includes individuals who are employed by a CDU healthcare affiliate, are assigned to duties

related to CDU through a contractual agreement between CDU and the affiliate, and therefore are not compensated directly by CDU.

- Titles: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor
 - Profiles for these appointments may be Base, Educator, or Clinical.
 - These faculty members hold voting rights in their respective department, school, or college assemblies at the discretion of the department, school, or college, but not the General Assembly; they are not eligible for election to the Academic Senate.
3. “Community” faculty: do not carry conventional academic credentials but are active in the local or regional community in positions of significance to healthcare and the CDU mission
- Titles: Community Instructor, Community Assistant Professor, Community Associate Professor, Community Professor
 - These faculty members hold voting rights in their respective department, school, or college assemblies at the discretion of the department, school, or college. If appointed at 75% or more, they hold voting rights in the General Assembly and are eligible for election to the Academic Senate.
4. “Adjunct” faculty: engaged by CDU for teaching or education at less than 75% time and not employed by a CDU healthcare affiliate
- Titles: Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor, with or without the “Clinical” modifier.
 - These faculty members hold voting rights in their respective department, school, or college assemblies at the discretion of the department, school, or college, but not the General Assembly; they are not eligible for election to the Academic Senate.
5. “Visiting” faculty: employed by an institution of higher education or research enterprise and engaged by CDU for a semester or year
- Titles: Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor, with or without the “Clinical” or “Research” modifiers.
 - These faculty members hold voting rights in their respective department, school, or college assemblies at the discretion of the department, school, or college, but not the General Assembly; they are not eligible for election to the Academic Senate.
6. Faculty members who have been extended an offer of employment at CDU and have begun service prior to confirmation of their professorial standing are assigned titles modified as “Provisional”: Provisional Associate Professor, Provisional Professor, with or without the “Clinical” modifier. The modifier “Provisional” is intended for a maximum of 6 months and is removed expeditiously upon confirmation of the professorial appointment. While in “provisional” status, these faculty members hold voting rights in department, school, or college assemblies at the discretion of the department, school, or college, but not the General Assembly; they are not eligible for election to the Academic Senate.

7. Administrators with academic credentials who are initially employed at CDU in administrative roles and have been approved for faculty status in an appropriate college or school may be offered limited faculty participation in one of two forms:
 - a) Courtesy appointment. A courtesy appointment allows the individual while serving in the administrative role to use the designated professorial title as well as to teach in the appropriate program, conduct research, supervise student theses/dissertations, and serve as an investigator on sponsored projects. The appointment does not include faculty voting privileges at any level. The appointment expires when the administrative position is vacated.
 - b) Retreat rights. Upon vacating the administrative position, the individual may elect to join the designated faculty full-time. Retreat rights and appropriate salary adjustment are specified in the appointment contract. These rights allow the incumbent while serving in the administrative role to use the designated professorial title as well as to teach in the appropriate program, conduct research, supervise student theses/dissertations, and serve as an investigator on sponsored projects. While serving in the administrative position, these individuals do not hold faculty voting privileges at any level. When individuals join the faculty through retreats rights, they enjoy all the privileges of “Regular” faculty members. Retreat rights are normally granted only to deans, provosts, academic vice presidents, and presidents.

NOTE: These limitations do not apply to department chairs or program directors, who are considered faculty members with administrative profiles.

8. Faculty members who move from current positions as faculty members at CDU to full-time administrative roles retain the right to return to the faculty at the rank, privileges, and level of effort they held prior to administrative service. During their administrative service they retain professorial title and may teach, conduct research, supervise student theses, and serve as an investigator on sponsored projects.
9. “Emeritus” or “emerita” is an honorific title awarded to faculty members upon retirement. These faculty members hold the same voting rights in the General Assembly and their respective department, school, or college assemblies, and the same eligibility for election to the Academic Senate, as they did prior to retirement.

*Individuals may also be employed by CDU full-time or part-time exclusively for research positions supported by extramural funds but not appointed as faculty. Titles may be: Research Technician, Postdoctoral Fellow, Research Associate, Research Scientist). Continued employment of these individuals upon expiration of extramural funding is at the discretion of the department and University. These individuals are not faculty members and do not hold voting rights in any of the faculty assemblies.