I B.

1. Tenure Track Faculty

Tenure track faculty may hold probationary or tenured contracts.

a. Academic Faculty
Faculty who have significant responsibilities in the following areas: (1) research/scholarship
and/or creative activity, (2) teaching, and (3) academic service. In some units, tenure-track
“academic faculty” may also play a significant role in the important missions of clinical
service/practice and/or community outreach (e.g., extension). Importantly, a faculty member in
the tenure track is expected to establish and maintain a record of productivity and achievement in
research/scholarship and/or creative activity. Faculty in this track are also expected to meet the
expectations of their college and department regarding the quantity and quality of their teaching,
academic service, and (if applicable) clinical service/practice. As with all tracks, a tenure track
faculty member must always be assessed in accordance with their appointment (e.g.,
expectations relative to research/scholarship and/or creative activity must be concordant with the
percentage of the faculty member’s appointment assigned to these areas).

Appointments are as assistant professor, associate professor, or professor.
A terminal degree is normally required. Alternative credentials will be approved in consultation
with unit faculty, by the administrative head, and by the provost or chancellor. A faculty
member hired as an assistant professor who arrives without having completed their terminal
degree will normally be given a maximum of one year to finish their degree and an appointment
from the lecturer designation until they finish their degree.

b. Library Faculty
Faculty whose primary responsibilities center on library services for the university community,
research, scholarship and service.

Appointments are as librarian 2, librarian 3, or librarian 4. A terminal degree is normally
required. Alternative credentials will be approved in consultation with unit faculty, by the
administrative head, and by the provost or chancellor. A faculty member hired as a librarian 2
who arrives without having completed their terminal degree will normally be given a maximum
of one year to finish their degree and an appointment from the lecturer designation until they
finish their degree.
c. Extension Faculty

Extension faculty are responsible for extending the research and knowledge bases of Washington State University to communities of place and practice across the state. Extension faculty in the tenure track are expected to establish and maintain a record of productivity and achievement in research/scholarship and/or creative activity.

Appointments are as assistant professor, associate professor, or professor.

A terminal degree is normally required. Alternative credentials will be approved in consultation with unit faculty, by the administrative head, and by the provost or chancellor. A faculty member hired as an assistant professor who arrives without having completed their terminal degree will normally be given a maximum of one year to finish their degree and an appointment from the lecturer designation until they finish their degree.
V C. Tracks and Appointments

1. Career Track Faculty

Career track faculty may hold continuous, one (1) to five (5) year fixed term (with or without a rolling horizon), or contingent contracts. The responsibilities for career track faculty should fall into one of the following designations.

Career track appointments must include a specified sub-track title in the appointment (e.g., clinical assistant professor, research associate professor, teaching professor).

All career track appointments should align with current Washington Administrative Code Regulations (WAC250-61-100).

Appropriate department-specific working titles for each of the appointments within the career-track do not have to include the track or sub-track designation and may be determined by each college. For example, colleges may elect that working titles be listed simply as assistant professor, associate professor, or professor, with no mention of tenure track versus career track, or sub-track. All working titles should be listed in the college’s tenure and promotion guidelines.

a. Academic Faculty

1. Clinical Sub-track
Faculty whose primary responsibilities are clinical practice and/or the supervision and clinic-based instruction of professional students, interns, residents, and/or fellows. Many, but not all, will also have significant expectations in one or more of the following areas: (a) research/scholarship and/or creative activity, (b) teaching, (c) outreach, (d) educational leadership, (e) administration, or (f) academic service. For example, these faculty may also play a role in the pre-clinical/pre-clerkship phases of the professional curriculum and/or perform clinical research. Promotion in this sub-track is based on significant achievement and/or a national/international recognition for excellence in clinical practice, teaching, educational leadership, and/or scholarship. As with all tracks, a career track, clinical sub-track faculty member must always be assessed in accordance with their appointment (e.g., expectations relative to research/scholarship and/or creative activity must be concordant with the percentage of the faculty member’s percent appointment assigned to these missions).

Appointments are as clinical assistant professor, clinical associate professor, or clinical professor.

2. Research Sub-track
Faculty in non-tenure track research appointments who predominantly conduct research/scholarship and/or creative activity and who may serve as principal or co-principal investigators on grants or contracts administered by the university. Typically, the institution has made a commitment of office and research space. Start-up funds and salary may be provided. However, departments and colleges may expect these faculty members to provide all or
significant portions of their own salary through extramural funding. The terms for start-up, space, and salary will generally be negotiated during the hiring process, although those terms can be renegotiated by the institution and/or the faculty member. In general, these faculty will have no significant teaching or service expectations unless those responsibilities are negotiated and commensurate funding support is provided. Promotion in this sub-track is typically based on traditional measures of research/scholarship, i.e., publication, extramural funding, and national/international reputation.

Appointments are as research assistant professor, research associate professor, or research professor.

3. Scholar Sub-track
Faculty who have significant responsibilities in at least 2 of the following areas: (a) teaching, (b) student advising, (c) research/scholarship, (d) creative activity, (e) outreach, (f) practice, (g) educational leadership, (h) administration, or (i) academic service. Most faculty in this sub-track will have a significant teaching and/or student advising responsibility. However, carrying a large teaching and/or advising load and receiving good student ratings is not sufficient for promotion in this sub-track. Applicants for promotion are expected to demonstrate a scholarly approach to teaching, evidence of teaching effectiveness, and achievement/recognition in one or more of the additional areas (e.g., research/scholarship, educational leadership, outreach, etc.).

Appointments are as scholarly assistant professor, scholarly associate professor, or scholarly professor.

4. Teaching Sub-track
Most commonly faculty whose primary responsibility is teaching and/or student advising and have little to no additional expectations in research/scholarship and/or creative activity, leadership, or academic service. Faculty with a teaching appointment will often have large teaching commitments, according to their appointment and contract. In some colleges, teaching may involve teaching in a clinical setting. Promotion criteria will be determined by the department and college but should include evidence of teaching effectiveness and innovation.

Appointments are as teaching assistant professor, teaching associate professor, or teaching professor.

b. Library Faculty
Career track faculty whose primary responsibilities center on library services for the university community, research, scholarship and service. The duties of career track library faculty may be more specialized than that of tenure track faculty.

Appointments are as librarian 2.
c. Extension Faculty

Career track extension faculty are responsible for extending the research and knowledge bases of Washington State University to communities of place and practice across the state.

Appointments are as career track faculty with designated sub-track as clinical, research, scholarly, or teaching sub-track and rank of assistant, associate, or professor.
2. Short-Term Faculty

Short-term faculty may hold one semester to three (3) year fixed term or contingent contracts. The equivalent of a master’s degree or higher is normally required. Alternative credentials will be approved in consultation with unit faculty, by the administrative head, and by the provost or chancellor. The responsibilities and appointments for short-term faculty fall into one of the following designations:

a. Lecturer:
Lecturer implies the appointment is non-permanent or part time and is typically a short-term teaching contract. A lecturer’s primary responsibility is teaching, including in a clinical setting. These appointments can be renewed indefinitely at the discretion of the University.

b. Visiting Faculty
Fixed term appointees who are faculty members or professionals from another institution for purposes of teaching, collaboration or research. They are normally expected to return to their own institutions at the expiration of the appointment and are appointed as visiting faculty. Whenever a department plans to employ or host a foreign professor, researcher, or scholar, it is important to contact the Office of International Programs regarding arrangements for the appropriate immigration status.

c. Adjunct Faculty
Faculty who may hold positions with employers other than WSU and are appointed temporarily to WSU faculties. Adjunct faculty provide various types of service/teaching within individual colleges according to established criteria and may serve on graduate committees. They are appointed as adjunct faculty.

d. Adjoint Faculty
Faculty who may hold positions with employers other than WSU and are appointed temporarily to WSU faculties. Adjoint faculty provide various types of research/scholarship and/or creative activity within individual colleges according to established criteria and may serve on and co-chair graduate committees. They are appointed as adjoint faculty.

e. Affiliate Faculty
Affiliate faculty are comparable to an adjunct appointment except that the person is already a WSU employee (faculty, administrative professional) and has been invited to serve in a faculty role in a program other than the one paying their salary. They are appointed as affiliate faculty.

f. Research associate
Faculty in short-term appointments who support the research being conducted at the University. Appointments may also include research/scholarship and/or creative activity, teaching, administration, outreach or service.
g. Postdoctoral research associate
Postdoctoral research associates are persons who have earned a doctorate and are employed temporarily to support research.