



RUTGERS POLICY

Section: 60.5.10

Section Title: Faculty

Policy Name: Faculty Term Appointments

Formerly Book: 3.3.14

Approval Authority: President

Responsible Executive: Executive Vice President for Academic Affairs

Responsible Office: Office of Academic Labor Relations

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Errors or changes? Contact: aclr@rutgers.edu

1. **Policy Statement**
Appointments to certain faculty titles are for a limited term. This policy sets forth the length and conditions of term faculty appointments.
2. **Reason for Policy**
To establish the length and conditions of term faculty appointments.
3. **Who Should Read This Policy**
 - Chancellors, Deans, directors and department chairs
 - Faculty members
 - Academic administrators
4. **Related Documents**
Policy 60.5.12 - Notice Requirements for Faculty Holding Appointments of One Year or More with Limitation of Term
Policy 60.5.14 - Criteria for Appointments, Reappointments and Promotions
5. **Contacts**
Office of Academic Labor Relations
848-932-7174
6. **The Policy**

60.5.10 FACULTY TERM APPOINTMENTS

I. FACULTY TERM APPOINTMENTS (except as set forth in Section II)¹

- A. Non-tenure track appointments and reappointments shall be for terms of not less than one and not more than five years for non-grant funded faculty and of six months to five years for grant-funded faculty. Non-tenure track appointments and reappointments are

¹ Section I applies to faculty positions governed by the negotiated agreement that would be applicable to faculty in legacy Rutgers positions.

made for these terms with the understanding that deans and directors of academic units of the University will give faculty members written notice of non-reappointment in conformity with Section 60.5.12 (formerly Book 3.3.16), the University policy on "Notice Requirements for Faculty Holding Appointments of One Year or More with Limitation of Term."

- B. Tenure-track assistant professorships ordinarily carry three-year terms which are probationary. The University has indicated, by appointment or promotion to an assistant professorship, some measure of confidence in the likelihood of a person's continuing growth. The term is limited because the promise may not be fulfilled or because the University may not be in a position to reappoint even a satisfactory assistant professor. It is ordinarily the policy of the University not to appoint an assistant professor for a second term unless there is reasonable expectation that at the end of that time there will be opportunity for further promotion, if he or she has qualified. In case of doubt, appointments for one-or two-year terms may be made. In the event of non-reappointment, a terminal year will be available at the rank of lecturer. No recommendation for promotion will be accepted in this terminal year, and its purpose is to allow the faculty member time to seek other employment.
- C. Appointments to non-tenure track assistant professorships are appointments for a single three-year term and shall carry no expectation of appointment beyond the appointment term. The title of the appointment shall be Assistant Professor AY Non-Tenure Track or Assistant Professor CY Non-Tenure Track and this title shall be used in all formal and contractual correspondence. The letter of appointment shall explicitly state the fixed term of appointment, the specific responsibilities of the position, and shall constitute the requisite termination notice. Faculty members serving as non-tenure track assistant professors are not precluded from applying for or being offered other University positions, including tenure track appointments; however, no preference is to be accorded them in the selection process for other positions. If an individual who has held a non-tenure track assistant professorship is subsequently appointed to a tenure track position, service in the non-tenure track position may be credited to service in a tenure track position only on the written request of the faculty member.
- D. Full-time appointments as clinical faculty members are non-tenure track term appointments which may be made at any appropriate rank and which ordinarily shall be for a renewable term of not less than three years. The letter of appointment for clinical faculty shall explicitly state the fixed term of appointment, non-availability of tenure, and the specific responsibilities of the position. Faculty members in clinical positions are not precluded from applying for or being offered other University positions, including tenure track appointments; however, no preference is to be accorded to them in the selection process for other positions. If an individual who has held a clinical appointment is subsequently appointed to a tenure track position, service in a full-time clinical position ordinarily will not be credited to service in a tenure track position.
- E. Lecturers are officers of instruction whose connection with the University is temporary or whose service is discontinuous. Appointments to the Lecturer title shall not exceed three consecutive years.
- F. Term appointments should be judged by the criteria applicable to the appointment as set forth in Section 60.5.14 (formerly Book 3.3.18), the University policy on "Criteria for Appointments, Reappointments and Promotions."

- II. FACULTY TERM APPOINTMENTS** in Robert Wood Johnson Medical School, School of Health Related Professions, Rutgers School of Dental Medicine, New Jersey Medical School, School of Public Health, and School of Nursing (former UMDNJ School of Nursing)²
- A. Initial appointments on the tenure-track shall be at least three years, and reappointments shall be at least two years, except that reappointments after the ninth year on the tenure-track may be for one year.
 - B. Non-tenure track appointments and reappointments shall be for terms of not less than one and not more than five years, subject, in the case of faculty on clinical non-tenure tracks, to the requirements of the collective negotiations agreement.
 - C. Appointments to qualified academic rank may be made for a period of one year or less except that none shall continue beyond the close of the current academic year. Such appointments may be renewed for successive terms of one year or less upon recommendation of the Chair of the department. Appointments to qualified academic rank may not carry tenure and they may not be made without limitation of term. Service in a qualified academic rank shall not be counted as time accumulated toward tenure.

² Section II applies to faculty positions governed by the negotiated agreement that would be applicable to faculty in legacy UMDNJ positions.