

8.3 Academic Affairs Non-Tenure Track Appointments

8.3 ACADEMIC AFFAIRS NON-TENURE-TRACK APPOINTMENTS

1. Salaried ongoing teaching appointments

Topic	Adjunct	Professor of the Practice	Artist in Residence
Structure of appointment	Four-year renewable (6 if full). Each year is a 9-month appointment. Expected to be in residence & participate fully in intellectual & programmatic life of department.	Three-year renewable (4 if associate, 5 if full). Unless otherwise specified, each year is a 9-month appointment. Expected to be in residence & participate fully in intellectual & programmatic life of department.	Three-year renewable. Each year is a 9-month appointment. Expected to be in residence & participate fully in intellectual & programmatic life of department.
Faculty status	Members of the faculty; have voice and vote in faculty meetings if at least .5 FTE.	Members of the faculty; have voice and vote in faculty meetings if at least .5 FTE.	Members of the faculty; have voice and vote in faculty meetings if at least .5 FTE.
Personnel matters	Not eligible to vote on faculty hiring, tenure, or promotion decisions.	Not eligible to vote on faculty hiring, tenure, or promotion decisions.	Not eligible to vote on faculty hiring, tenure, or promotion decisions.
Department chair	Eligible to vote for department chair if they are full-time faculty teaching at least half-time in the department.	Eligible to vote for department chair if they are full-time faculty teaching at least half-time in the department.	Eligible to vote for department chair if they are full-time faculty teaching at least half-time in the department.
Other departmental governance	Department determines other matters in which they have voice and/or vote.	Department determines other matters in which they have voice and/or vote.	Department determines other matters in which they have voice and/or vote.
Associate and Full promotion eligibility	Yes; salary increases for such promotions are made at the discretion of the VPAA.	Yes; salary increases for such promotions are made at the discretion of the VPAA.	No.
Basis for promotion	12 semesters of teaching.	12 semesters of teaching.	Not eligible.
Full-time course load (1.0 FTE)	5 courses.	5 courses or equiv. for 9-month contracts; 6 courses or equiv. for 12-month contracts.	5 courses or equivalent.
Advising responsibilities	Pre-major advising; major advising if appropriate (department's discretion).	Pre-major advising; major advising if appropriate (department's discretion).	No advising.
Eligibility for sabbatical	No schedule of sabbatical eligibility accrual. Sabbaticals may be awarded by the VPAA on an ad-hoc basis.	No schedule of sabbatical eligibility accrual. Sabbaticals may be awarded by the VPAA on an ad-hoc basis.	No schedule of sabbatical eligibility accrual. Sabbaticals may be awarded by the VPAA on an ad-hoc basis.
Eligibility for GISOS	Yes, as stipulated in annual GISOS memo from the VPAA.	Yes, as stipulated in annual GISOS memo from the VPAA.	Yes, as stipulated in annual GISOS memo from the VPAA.
Schedule for reappointment	One year prior to end of appointment, unless do not yet have 4 semesters of evaluations.	One year prior to end of appointment, unless do not yet have 4 semesters of evaluations.	One year prior to end of appointment, unless do not yet have 4 semesters of evaluations.
Basis for reappointment review	Quality of teaching, collegueship, and scholarship (if expected as part of appointment), and performance of other duties described in the appointment letter; ongoing need and budget for the position.	Quality of teaching, collegueship, and performance of any other duties described in the appointment letter; ongoing need and budget for the position.	Quality of teaching, collegueship, and performance of any other duties described in the appointment letter; ongoing need and budget for the position.
Advisory review of teaching	As part of reappointment or promotion.	As part of promotion.	As part of reappointment.
Annual salary review process	Increase based on chair recommendation; for details see annual merit memo.	Increase based on chair recommendation; for details see annual merit memo.	Increase based on chair recommendation; for details see annual merit memo.

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8.3 ACADEMIC AFFAIRS NON-TENURE-TRACK APPOINTMENTS CONTINUED

2. Visiting teaching appointments

Topic	Full-time visitor	Per-course visitor (includes staff who teach)	Private music lessons teacher
Title of appointment	Visiting instructor or visiting assistant, associate, or (full) professor.	Visiting instructor or visiting assistant, associate, or (full) professor.	Private lessons teacher.
Structure of appointment	Full-time appointment for 1–3 years. Each year confers a 9-month appointment. Expected to be in residence & participate fully in intellectual & programmatic life of department.	Course by course appointment; Appointments are made one semester or one year at a time.	Appointments are made one year at a time. Teachers are paid by the hour for 12 one-hour sessions on a per-student basis.
Faculty status	Eligible to attend but not vote in faculty meetings.	Eligible to attend but not vote in faculty meetings.	No faculty status.
Departmental governance	Multi-year full-time visitors may have voice in departmental governance, with the exception of personnel matters, at invitation of dept.	Not eligible to participate in departmental governance.	Not eligible to participate in music department governance other than as stipulated in the private lessons handbook.
Full-time course load (1.0 FTE)	5 courses per year.	6 courses per year; a person may teach no more than 2 courses per semester on a per-course basis.	Varies in response to student demand; no full-time equivalent.
Advising responsibilities	No pre-major advising. May advise majors at the discretion of department.	No advising.	No advising.

3. Non-teaching unpaid “courtesy” appointments

Topic	Research Professor	Visiting Scholar	Research Affiliate
Structure of appointment	Non-teaching non-salaried title-only affiliation with a department.	Non-teaching non-salaried title-only affiliation with a department.	Non-teaching non-salaried title-only affiliation with a department.
Why this title?	For distinguished scholars with whom the department wants to have a long-term affiliation.	To give scholars, who have a connection to Wesleyan faculty, official status (e.g., faculty spouse/partner with Ph.D., faculty from other institutions doing research here with a Wesleyan faculty member).	For staff with Ph.D.s to have an official relationship with the department of their discipline.
Perquisites	Wesleyan email address, library privileges, gym access.	Wesleyan email address, library privileges, gym access.	Staff privileges already provided.
Appointment process	Department submits proposal to Dean; Dean proposes to VPAA. Background check required.	Department submits proposal to Dean; Dean proposes to VPAA. Background check required. Waiver signed if working in a lab.	Department proposes to Dean, Dean proposes to VPAA. Background check required. [should be already completed]
Term of appointment	One to four years.	Minimum of one month; maximum of one year; renewable.	One year, renewable.
Renewal process	Request from department to VPAA.	Request from department to VPAA.	Request from department to VPAA.

Note: the term “department” refers to “department, program, college, or center” throughout