

GOALS

- Define the terms **appointment** and “**working title**” and clarify how those terms were intended to be used.
- More clearly define the options that colleges have in choosing how they will communicate faculty working titles externally – including the use of track and sub-track information.
- Address (as fairly and clearly as we can) faculty concerns regarding the teaching and scholar sub-tracks – including the expressed concern that a teaching designation in a title might be viewed unfavorably.
- Provide a means by which the unique expertise and roles of extension faculty might be communicated externally. The goal here is to create a space for further exploration and decision making.
- In the name of fairness and protection for contingent faculty in short term appointments, designate a minimum FTE (≥ 0.4) and time frame (3 consecutive years) above and after which such faculty should be moved into career track appointments.
- Using the current NSF language, more clearly and thoroughly define the appointment of postdoctoral fellow/associate. (*Further discussion and work are needed to decide whether post-docs should remain in the short-term faculty category, or be moved to a newly created category that might more accurately reflects their transitional and less independent “pre-faculty” role.*)
- Communicate to all our full recognition that this remains a work in progress – and that further revisions may be proposed in the near and/or distant future as experience is gained and circumstances change.

SUMMARY OF PROPOSED REVISIONS:

1. Colleges may opt to use faculty working titles that include or exclude track information – i.e. tenure or career track. EXAMPLE: (a) Associate Professor, Career Track; (b) Associate Professor, Tenure Track, OR (c) Associate Professor (with no track indicated)
2. The sub-track information for the teaching and scholar subtracks should not be included in a career track faculty member’s working title.
3. College may opt to include subtrack information in the working titles of career track faculty in the research and clinical subtracks. (The clinical and research sub-tracks have generated little apparent controversy.)
4. Colleges may opt to further identify extension faculty based on their specific extension roles.
5. After 3 consecutive years at > 0.4 FTE, short term faculty with lecturer, adjunct, and adjoint appointments should be moved into the career track.
6. The NSF definition for postdoctoral fellow/associate is adopted to better describe the appointment at WSU.