

CLEAN COPY I.B.1.d

d) *Short-term Faculty*

Short-term faculty may hold one-semester to three (3) year fixed-term or contingent contracts (defined in I.B.1.c.(1)). 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 chancellor, and ultimately by the provost. Eligibility for participation in graduate education is determined by the program's graduate bylaws, the *Graduate Policies and Procedures*, and the vice provost for graduate and professional education. The responsibilities and appointments for short-term faculty fall into one of the following designations:

(1) *Lecturer*

A lecturer position is considered non-permanent or part time and is typically a short-term teaching contract. A lecturer's primary responsibility is teaching. In some colleges, a lecturer's teaching may involve teaching in a clinical setting. These appointments can be renewed indefinitely at the discretion of the University. After 3 consecutive years, a lecturer with an academic year appointment of >0.4 FTE should ordinarily be moved into a career-track appointment presuming the faculty member meets the hiring unit's publicly established minimum requirements for such a track.

The lecturer title may also be used for faculty hired as assistant professors who arrive without having completed their terminal degree requirements. Such faculty members are expected to complete the terminal degree during the first year of appointment or be given a terminal appointment for the second year.

(2) *Visiting Faculty*

Visiting faculty are 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. Refer to the HRS website for appropriate titles and hiring guidelines.

(3) [Adjunct and Adjoint Faculty](#)

Adjoint and Adjunct faculty are faculty who may hold positions with employers other than WSU and are appointed temporarily to a WSU faculty position. Adjoint and adjunct faculty provide various types of teaching, service, research, scholarship, or creative activity within individual colleges according to established criteria. If a unit wishes to distinguish between the two titles, adjoint should be used for positions with higher emphasis on research, scholarship, or creative activity. After 3 consecutive years, an adjoint or adjunct faculty member with an academic year appointment of >0.4 FTE should ordinarily be moved into a career-track appointment, presuming the faculty member meets the hiring unit's publicly established minimum requirements for such a position.

(4) [Affiliate Faculty](#)

Affiliate faculty are comparable to an adjunct appointment except that the person is already a WSU employee (faculty or 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.

(5) [Research Associate](#)

Research associates are faculty in short-term appointments who support the research being conducted at the University. Positions may also include research, scholarship, creative activity, teaching, administration, outreach, or service. After 3 consecutive years, a research associate with an academic year appointment of >0.4 FTE should be reviewed biennially by the chair, dean, and departmental faculty for potential transfer into a career-track position.

(6) [Postdoctoral Research Associate/Fellow](#)

Postdoctoral research associates are persons who have received a doctoral degree (or equivalent) and are engaged in a temporary and defined period of mentored advanced training to enhance the professional skills and research independence needed to pursue their chosen career path. Most research post-docs are funded using extramural funds. Postdoctoral research associates should receive active and ongoing mentoring from one or more designated advisors throughout their post-doctoral period.

(7) [Postdoctoral Teaching Associate/Fellow](#)

Postdoctoral teaching associates are persons who have received a doctoral degree (or equivalent) and are engaged in a temporary and defined period of mentored training related to teaching and

pedagogy to allow them to prepare for a career devoted primarily to teaching or a career in which teaching will be a primary responsibility. A teaching postdoctoral associate will be appointed for a two-year term with the possibility of one two-year renewal. Postdoctoral teaching associates should receive active and ongoing mentoring from one or more designated advisors throughout their post-doctoral period.

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