

FACULTY PERSONNEL SERVICES EMPLOYMENT CATEGORIES

CATEGORY	CODE	DEFINITION	
REGULAR FACULTY	FF	Full-time, 10 month academic year, tenured or tenure-track faculty who hold rank as Instructor, Assistant Professor, Associate Professor, or Professor. Includes teaching and research faculty, professional librarians, coaches, and counselors. Benefits eligible . Work expectations follow the academic year. Regular faculty are bargaining unit members represented by the Faculty Association (FA) ; see Agreement for exclusions. <i>Excludes faculty whose primary appointment is in the College of Medicine.</i>	
	FY	Full-time, 12 month, tenured or tenure-track faculty who hold rank as Instructor, Assistant Professor, Associate Professor, or Professor. Includes teaching and research faculty, professional librarians, coaches, and counselors. Benefits eligible ; accrue vacation time. Work expectations do not follow the academic year and are therefore expected to work any time that the University is open. Regular faculty are bargaining unit members represented by the Faculty Association (FA) ; see Agreement for exclusions. <i>Excludes faculty whose primary appointment is in the College of Medicine.</i>	
FIXED – TERM FACULTY	TF	Full-time faculty; paid on a 10 month academic year base salary or credit hour rate; benefits eligible ; work expectations follow the academic year. <i>Excludes faculty whose primary appointment is in the College of Medicine.</i>	Appointed for a specific and limited fixed-term period of time (no greater than 3 years) to perform a variety of duties including, but not limited to, classroom instruction or other forms of teaching; basic or applied research and/or administer such programs of research; supervision of student teachers, athletic coaching, counseling, librarianship, program administration, or clinical functions. The rank/title of fixed-term faculty members will coincide with the duties he/she is hired to perform. Titles may include Lecturer I, Lecturer II, Lecturer III, Instructor (for those not represented by the UTF), Counselor, Librarian, Student Teacher Supervisor, Visiting (Professor), Athletic Coach, Program Administrator, Research Associate/Scientist, Artist-in-Residence, or Endowed Chair. Fixed-term faculty who perform classroom instruction duties on the Mount Pleasant campus at a quarter-time or greater appointment (i.e. Lecturer I,II or III) are bargaining unit members represented by the Union of Teaching Faculty (UTF) , unless otherwise excluded by the recognition clause of the UTF agreement.
	TY	Half-time or greater faculty; paid on a 12 month base salary; benefits eligible ; accrue vacation time; work expectations do not follow the academic year and are therefore expected to work any time that the University is open. Employees with less than a 100% appointment receive prorated leave accruals on the basis of the proportion of the position to full-time employment. <i>Excludes faculty whose primary appointment is in the College of Medicine.</i>	
	TG	Half time or greater, part time faculty; paid on a 10 month academic year base salary or credit hour rate; benefits eligible ; work expectations follow the academic year. Employees with less than a 100% appointment receive prorated leave accruals on the basis of the proportion of the position to full-time employment. <i>Excludes faculty whose primary appointment is in the College of Medicine.</i>	
	TL	Less than half-time faculty; non-benefit eligible ; paid on a credit hour rate.	
MEDICAL FACULTY	ME	Medical Faculty include any faculty member whose <u>primary</u> appointment of half-time or greater for a minimum of six (6) months is in the College of Medicine. Appointments may be non-tenure-track, tenure-track or tenured, at the rank of Assistant Professor, Associate Professor or Professor. Medical faculty are classified as clinical scholars, education scholars or research scholars. Paid on a 12 month base salary; benefits eligible ; a new vacation bank is granted each calendar year; work expectations do not follow the academic year and are therefore expected to work any time that the University is open. Employees with less than a 100% appointment receive prorated leave on the basis of the proportion of the position to full-time employment.	

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<p>POSTDOCTORAL RESEARCH FELLOWS</p>	<p>PR</p>	<p>Postdoctoral research fellows are hired for a specific and limited fixed-term period of time (normally one year), appointed to perform research related responsibilities, typically under the supervision of one or more faculty mentors. These positions are typically funded by external grants and contracts, generally for 1 – 3 years, but occasionally more. A postdoctoral research fellow must have completed a doctoral degree (or certify he/she has completed all requirements of a doctoral degree) within the last six years. No individual may be employed as a postdoctoral fellow at CMU for more than 60 months (5 years). Paid on a 12 month base salary; benefits eligible; accrue vacation time; work expectations do not follow the academic year and are therefore expected to work any time that the University is open. Employees with less than a 100% appointment receive prorated leave accruals on the basis of the proportion of the position to full-time employment.</p>
<p>GRADUATE ASSISTANTS</p>	<p>GA</p>	<p>Graduate students employed through an assistantship are classified as graduate teaching assistants, graduate administrative assistants, or graduate research assistants (which includes grant funded research assistants), or a combination thereof. Graduate Assistants receive a stipend, tuition waiver, and a wellness allowance (GSU) prorated on the proportion of the appointment to a full-time assistantship of 20 hours per week. Graduate assistants with an appointment as teaching assistant and/or administrative assistant (assigned to duties for the primary benefit of the university) are bargaining unit members represented by the Graduate Student Union (GSU).</p>