

Associated Faculty Appointments

Definition

An associated faculty appointment is one which is filled primarily by a person whose appointment constitutes at least 70 percent (5/7 on the seven course annual teaching load model) but less than 100 per cent of the full position. The appointment includes teaching assignments in both regular semesters and may also include the interim term.

1. An associated faculty appointment is a one-year, non-tenure position.
2. An associated faculty appointment is made at the discretion of the Provost, based on institutional needs.
3. Persons holding associated faculty appointments, unless otherwise specified, are
 - a. Appointed under the same process as for full-time faculty
 - b. Required to carry a proportionate share of all responsibilities assigned to full-time faculty, such as advising, committee assignments, commencement, faculty meetings, etc.
 - c. Compensated at a rate not to exceed the prorated full-time salary equivalent. They qualify for employee insurance benefits (including life, health and disability), retirement benefits, dependent tuition grant, and the employee discount in the Campus Store.
 - d. Eligible for promotion under the same review criteria as for full-time faculty (*NOTE: one year teaching experience equals seven courses*).
 - e. Eligible for interim leave at the completion of 24 courses (of which three must be in interim).
 - f. Eligible for professional development funds on a prorated percentage of a full-time load.
4. Persons holding associated faculty appointments may teach a load less than 5/7 for no more than one year within the associated category. If they continue beyond one year at less than 5/7, they will be placed in the Extended Adjunct classification. This policy is effective when the change in load is at Bethel's request because of department needs. If the request comes from the faculty member, the change to the Extended Adjunct classification will be effective immediately.

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