

MSU Academic Appointments in LBC

This page summarizes the different types of academic appointments available within LBC and points to relevant web resources. Each person with an academic appointment has a rank and falls into an employment category. As shown in the matrix below, some ranks may exist in more than one employment category. Note that any MSU academic appointment can be on an annual (AN) or academic year (AY) basis, can be full-time or part-time, and can be in one or multiple units.

Rank →	Instructor	Assistant Professor	Associate Professor	Professor	Specialist	Senior Specialist
Employment Category ↓						
Tenure System		1	1	1		
Continuing System					2,3	2,3
Fixed Term	4,5,6,7	4,5,6,7	4,5,6,7	4,5,6,7	4,5,7	4,5,7
Research Faculty		4,8	4,8	4,8		

Notes:

- Information on the reappointment, tenure, and promotion of tenure-stream faculty and the relevant forms are here:
<http://www.hr.msu.edu/promotion/facacadstaff/FacGuideTenure.htm>
http://www.hr.msu.edu/forms/faculty_forms/FormInfoRRPTPages.htm
http://www.lymanbriggs.msu.edu/faculty_staff/RPT.cfm
- Specialist appointments carry the additional designation “advisor”, “curriculum development”, “outreach”, “research”, or “teacher” (e.g. “Specialist – Teacher”), corresponding to the *primary duty* of the position.
http://www.hr.msu.edu/documents/facacadhandbooks/academic_hiring/academicPositions.htm
http://www.hr.msu.edu/documents/facacadhandbooks/academic_specialist/ASH_AppendixA.htm (Section A.5)
http://www.hr.msu.edu/documents/facacadhandbooks/academic_specialist/ASH_AppendixB.htm
- Information on the reappointment, the award of continuing status, and the promotion of continuing system specialists is here:
http://www.hr.msu.edu/documents/facacadhandbooks/academic_specialist/ASH_AppendixA.htm (Sections A.2-A.4)

- http://www.hr.msu.edu/forms/faculty_forms/FormInfoSSRPpages.htm
4. All fixed term faculty, fixed term specialists, and research faculty are expected to hold similar qualifications for *their duties* as the corresponding tenure-system faculty or continuing system specialists of the same rank
 5. The UNTF (Union of Non-tenure Track Faculty) collective bargaining agreement governs the terms of the *teaching fraction* of all fixed term appointments, whether faculty or specialist.
<http://www.hr.msu.edu/documents/contracts/UNTFContract.pdf>
 6. The policy on promotion of fixed term faculty is here (introduced Jan. 2013):
<http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/PromotionFTFac.htm>
 7. Eligible fixed term faculty or specialists may request to be considered for a change of status to “Designation B” for the teaching fraction of their appointment (i.e. that fraction governed by the UNTF contract), which provides for a 3-year (as opposed to annual) employment contract (introduced Jan. 2013):
<http://www.hr.msu.edu/hiring/facultyhiring/designationB.htm>
http://www.hr.msu.edu/hiring/hiring_docs/UNTFDesignationBForm.pdf
 8. Policies governing Research Faculty are here:
http://www.hr.msu.edu/documents/facacadhandbooks/research_faculty/index.htm