

## Guide to Faculty Appointment Types and Terminology<sup>1</sup>

Appointment type or terminology	HR Job Code	Description	Time base and Benefits eligibility	Promotion and tenure eligibility
1. Tenured/tenure-track faculty	INSTR-203X04 (PC only) ASTP-202X03 ASOP-201X01 PROF-200X01	See <a href="#">GSU Promotion and Tenure manual for Tenured and Tenure-track faculty</a> .	Continuous, full time, and full benefits eligible. Faculty receive an annual BOR contract.	Eligible for promotion and tenure
2. Lecturer	LECT-204X05 SR LECT-204U01 PR SR LECT-204U02	See <a href="#">GSU Promotion Manual for Non-Tenure-Track faculty</a> , Appendix A	Continuous, full time, and full benefits eligible. Faculty receive an annual BOR contract	Eligible for promotion only.
3. Clinical faculty	CINSTR-203F01 CASTP-202F01 CASOP-201F01 CPROF-200F01			
4. Research faculty	RASTP-202T03 RASOP-201T02 RPROF-200T01			
5. Academic professional	AP-213XAA SR AP-400UAA			
6. Librarian	LINSTR-210XAP LASTP-210XAE LASOP-210XAG LPROF-201XAT			
7. Professor of Practice	PoP-213XAC	See <a href="#">GSU Promotion Manual for Non-Tenure-Track faculty</a> , Appendix B. Additional information can be found in the <a href="#">Professor of Practice Appointment Procedures</a> .	Continuous. Typical appointment is full time, and full benefits eligible. Faculty receive an annual BOR contract.	Not eligible for promotion or tenure
8. Expert-in-Residence	EiR-213XAD	See <a href="#">GSU Promotion Manual for Non-Tenure-Track faculty</a> , Appendix B. The Expert-in-Residence title may be tailored for the specific position by substituting the word “expert” by “artist,” “executive,” “entrepreneur,” or other such word to reflect the exact nature of the work. This internal title should be reflected in the letter of offer approved by the Provost. Note, the HR title will remain “Expert in Residence” and any changes will be simply for working purposes. Additional information can be found in the <a href="#">Expert-in-Residence Appointment Procedures</a> .		
9. Limited term faculty	LTF-922XAA	Any of the appointment types #1-8 above or the title “instructor” may be used for faculty that are hired for a fixed period (1 semester – 2 years). The faculty member’s title will have “limited term” preceding their rank/appointment type. For working purposes only, “limited term” may be substituted by “visiting” in the faculty member’s title.	Appointment is non-continuing and cannot exceed 2 years. Faculty receive a letter of appointment.	

10. Part-time Instructor	PTI Reg-203R01	An instructional faculty member hired for 0.49 FTE or less. This includes retiree rehires (which have separate job codes, not listed here).	Appointment is non-continuing and does not include benefits. Faculty receive a letter of appointment.	Not eligible for promotion or tenure
11. Adjunct appointment	Adj INSTR-203B01 Adj LECT-204B01 Adj ASTP-202B01 Adj ASOP-201B01 Adj PROF-200B01	The appointment of either (i) An individual external to GSU and not being paid by GSU who requires GSU faculty status to teach a class and/or engage in other academic activities; or (ii) A GSU staff employee who is teaching a class.	Appointment is non-continuing and does not include benefits.	
12. Affiliate appointment	Affiliate-995X01	The appointment of a person external to GSU whose engagement with an academic unit does not involve activities (e.g. teaching) that require a faculty rank.	Appointment is non-continuing. The affiliate does not receive GSU salary or benefits.	
13. Courtesy appointment	N/A	The honorary appointment of a GSU faculty member in one academic unit to another.	No change from primary appointment.	No change from primary appointment.
14. Joint appointment	N/A	An appointment in which a faculty member's workload is split across two or more academic units each of which, typically, makes a budgetary commitment to the position. Additional information can be found in the <a href="#">Joint Appointment Policy</a> .	Continuous, full time, and full benefits eligible.	Defined in the <a href="#">Joint Appointment Memorandum</a> .
15. Dual appointment	N/A	A faculty member has concurrent appointments at more than one USG institutions. Additional information can be found in the <a href="#">Dual Appointment Procedures</a> .	Depends on the total work effort and paid by the home institution.	Defined in the <a href="#">Dual Appointment Agreement</a>

1. This is not a policy, but rather a guide synthesizing information from policies and procedural documents to clarify which type(s) of appointment may be appropriate in a particular situation based on departmental need, faculty credentials, and the timeframe for making the appointment. Please consult the governing documents for more detailed information. In the event of a conflict between this guide and a policy or procedural document, the policy or procedural document takes precedence.