

3359-20-03.8 Joint appointments and joint titles.

(A) Joint appointments.

- (1) A joint appointment is defined as applying to regular faculty whose research and teaching competencies are better served through activities involving two or more academic units of the university, each of which offers academic programs leading to undergraduate or graduate degrees.
- (2) A primary academic objective of the university of Akron is the search for and development of new knowledge which will enhance institutional programs and contribute to the university's research responsibilities. Recognizing the contribution of interdisciplinary studies in meeting this objective, the university seeks to encourage such efforts by creating joint appointments for faculty where appropriate.
- (3) The joint appointment provides for greater program flexibility, the enhancement of intellectual stimulation, and broader insights into matters under faculty investigation and research.
- (4) In order to recognize the status of faculty holding such appointments, the following academic policies apply:
 - (a) Procedures to be used for the awarding of joint appointments shall be established by each academic unit. However, the faculty of all effected academic units must concur with the award.
 - (b) The academic unit of initial appointment shall be identified as the academic unit of primary appointment. The primary title is held in the primary academic unit. Any other unit(s) in which a joint appointment is held shall be identified as the secondary academic unit(s).
 - (c) The appointment(s) associated with secondary academic units shall be for not more than three academic years.
 - (i) The joint appointment may be renewed by means of the procedures used in awarding the original joint appointment.
 - (ii) The joint appointment shall be terminated automatically if the appointment in the academic unit of primary appointment is terminated.

- (d) The degree of participation in department affairs will be determined by the faculty of each academic unit. These arrangements should fall under one or more of the following categories and should be specified in the written statement described in section paragraph (A)(4)(d)(iii) of this rule.
 - (i) Full participation in affairs of both departments (voting rights should be spelled out).
 - (ii) Participation in curricular matters.
 - (iii) Participation in research.
 - (iv) Participation in teaching.
- (e) The apportioning of teaching and other responsibilities of a joint appointee will be reached through conferences in which the faculty member and appropriate department heads participate. Courses available for consideration should be defined by the department in which the courses are listed. To assure that there is complete understanding, a written statement will be prepared following each such conference, copies of which will be retained by the faculty member, the department heads, the deans, and the senior vice president and provost and chief operating officer. The distribution of teaching and other responsibilities may be changed through subsequent conferences, with amended written statements to follow. (It is intended that limits can be stated broadly enough to avoid the necessity for frequent change.) On occasion, it may be appropriate for the dean or deans to participate with the faculty member and the department heads in these conferences.
- (f) At the time of appointment, a faculty member's academic rank will be determined in the department of primary appointment and the rank will be the same in the secondary department. Board notification will reflect this and will also indicate the department(s) in which a secondary appointment is applicable.
- (g) Recommendation for the granting of tenure will originate in the department of primary appointment. If the second department does not concur, the joint appointment may be terminated. Termination of the joint appointment after tenure has been granted will not affect the faculty member's tenured status in the primary department.
- (h) Recommendation for promotion to a higher rank will originate in the

department of primary appointment. Other departments with which the joint appointee is affiliated will prepare statements supporting (or opposing) the recommendation and will supply copies to the faculty member, the department head in the college of primary appointment, and the academic dean or deans. The dean of the college in which the department of primary appointment is located will forward all documentation to the senior vice president and provost and chief operating officer with the dean's recommendation supporting (or opposing) the original recommendation. If the department of secondary appointment does not agree with the final decision, the joint appointment may be terminated.

- (i) Joint appointments between academic units of a given college shall be reviewed by the dean. Joint appointments crossing college lines shall be reviewed by the appropriate deans and the senior vice president and provost and chief operating officer to ascertain that the arrangements meet intended objectives.
 - (j) In all instances concerning college and/or university affairs, the faculty person shall be considered as a member of one department - the department of primary appointment - unless specifically chosen to represent the secondary department.
- (5) A joint appointment shall not confer any additional rights with respect to any reduction due to financial exigency set forth in rule 3359-20-03.9 of the Administrative Code.
- (6) This policy for joint appointments will apply to all new appointments effective on or after July 1, 1973. For faculty members holding joint appointments before this date, the concerned parties shall review previous commitments and construct written agreements through appropriate procedures.
- (B) Joint titles.
- (1) A joint title is defined as applying to regular faculty whose research and teaching competencies are better served through activities involving two or more academic units of the university, each of which offers academic programs leading to undergraduate or graduate degrees.
 - (2) A primary academic objective of the university of Akron is the search for and development of new knowledge which will enhance institutional programs and contribute to the university's research responsibilities. Recognizing the contribution of interdisciplinary studies in meeting this objective, the

university seeks to encourage such efforts by creating joint titles for faculty where appropriate.

- (3) The joint title provides for greater program flexibility, the enhancement of intellectual stimulation, and broader insights into matters under faculty investigation and research.
- (4) In order to recognize the status of faculty holding such titles, the following academic policies apply:
 - (a) Procedures to be used for the awarding of joint titles shall be established by each academic unit. However, the faculty of all effected academic units must concur with the award.
 - (b) The academic unit of initial appointment shall be identified as the academic unit of primary appointment. The primary title is held in the primary academic unit. Any other unit(s) in which a joint title is held shall be identified as the secondary academic unit(s).
 - (c) Faculty responsibility to the secondary academic unit(s), with which the title is associated, shall involve teaching and/or research only.
 - (d) The title(s) associated with secondary academic unit(s) shall be for not more than three academic years.
 - (i) The joint title may be renewed by means of the procedures used in awarding the original joint title.
 - (ii) The joint title shall be terminated automatically if the appointment in the academic unit of primary appointment is terminated.
 - (e) Participation in the academic affairs of the secondary unit shall be limited to teaching and/or research. Participation in retention, tenure, promotion processes, or any other affairs of the academic unit in which the joint title is held shall not be expected or permitted.
 - (f) The apportioning of teaching and/or research of a joint title will be reached through conferences in which the faculty member and appropriate academic unit chairs participate. Courses available for consideration should be defined by the academic unit in which the courses are listed. To assure that there is complete understanding, a written statement will be prepared following each such conference, copies of which will be retained by the faculty member, the academic unit chairs, the deans, and the senior vice president and provost and chief operating officer. The

distribution of teaching and other responsibilities may be changed through subsequent conferences, with amended written statements to follow. (It is intended that limits can be stated broadly enough to avoid the necessity for frequent change.) On occasion, it may be appropriate for the dean or deans to participate with the faculty member and the academic unit chairs in these conferences.

- (g) At the time of title conference, a faculty member's academic rank will be determined in the academic unit of primary appointment and the rank will be the same in the secondary academic unit. Board notification will reflect this and will also indicate the academic unit(s) in which a secondary title is held.
 - (h) A joint title shall not confer any rights or expectations concerning but not limited to reappointment, tenure, promotion, or merit increases.
 - (i) Joint titles between academic units of a given college shall be reviewed by the dean and academic unit chairs of the involved units. Joint titles crossing college lines shall be reviewed by the appropriate deans and academic unit chairs to ascertain that the arrangements meet intended objectives.
 - (j) In all instances concerning college and/or university affairs, the faculty person shall be considered as a member of one academic unit only - the academic unit of primary appointment.
- (5) A joint title shall not confer any additional rights with respect to any reductions due to financial exigency set forth in rule 3359-20-03.9 of the Administrative Code.
- (6) This policy for joint titles will apply to all new appointments effective on or after July 1, 2002. For faculty members holding joint titles before this date, the concerned parties shall review previous commitments and construct written agreements through appropriate procedures.

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Ted A. Mallo
Secretary
Board of Trustees

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