

II. POSITIONS AND INITIAL APPOINTMENTS

A. Tenure-Track Positions

1. Determination of Vacancy

In 2009-2010 there are 123 full-time tenure-track positions distributed among the departments as follows:

Anthropology	3	History	9
Art History & Visual Culture Studies	3	Mathematics	7
Art Studio	4	Music	5
Astronomy	2	Philosophy	4
Biology	9	Physics	5
Chemistry	7	Politics	7
Classics	2	Psychology	6
Economics	7	Religion	3
Education	1	Religion/Gender Studies	1
English	9	Rhetoric and Film Studies	3
Foreign Languages	12	Sociology	5
Geology	3	Soc/Environmental Studies	1
Geo/Env. Studies	1	Theatre	4

The allocation of these positions is at the discretion of the President, in consultation with the Provost and Dean of the Faculty and the Committee of Division Chairs. If any of these positions becomes vacant for any reason (retirement, resignation, death, termination), the department submits to the Provost and Dean of the Faculty a description of a proposed replacement, together with a justification for that proposal. The Committee of Division Chairs then makes a recommendation to the President as to the appropriate action. The proposed description could be accepted or modified, the position could be reallocated to another department or teaching area, or the position could be eliminated.

2. Position Description and Advertisement

Tenure-track positions are filled by means of national search. The Provost and Dean of the Faculty sends notice of the position to appropriate professional journals, the Chronicle of Higher Education, and other publications, agencies, and institutions deemed appropriate.

3. Screening the Applicants

When the position is advertised, the Provost and Dean of the Faculty appoints a search committee. The search committee will consist of all tenure-track faculty in the department except the person being replaced. After consultation with the department chair, the Provost and Dean of the Faculty will appoint additional members including, but not necessarily limited to, the Division Chair, and one faculty member from outside of the division. The Department Chair, or a designate, serves as chair of the search committee, gathering applications and convening necessary meetings. Members of the Committee of Division Chairs may not chair a search committee unless no other tenure-track member of the hiring department is available to serve in that role. Every search shall include substantial participation from students. The search committee shall determine, early in its proceedings, the particulars of how students will be involved in the process. At a minimum, three students shall be involved. They should, again at a minimum, attend the public presentations and see the candidate's c.v. and cover letter.

In reviewing the dossiers of applicants, the search committee should make every effort to identify qualified candidates from traditionally underrepresented groups. Telephone calls to applicants are often helpful in making an informed selection of finalists for interviews on campus. Sometimes it is desirable to conduct preliminary interviews at a professional meeting.

Finally, the search committee selects five or six finalists and sends their dossiers to the Provost and Dean of the Faculty with an indication of the committee's order of preference. After review, the Provost and Dean of the Faculty authorizes the chair of the search committee to arrange on-campus interviews. The Provost and Dean of the Faculty's office will assist in arranging accommodations and travel.

Under no circumstances shall a second tenure-track hire be made in subsequent years without a new national search.

4. On-Campus Interview

The number of candidates invited for a campus visit does not normally exceed three and conceivably could be fewer. Candidates spend at least a full day on campus during which they:

- meet every member of the department and search committee.
- are interviewed by the Provost and Dean of the Faculty and the President.

- make a public presentation at an hour which permits as many interested faculty and students as possible to attend.
- make such other presentations (e.g., recitals, sample classes, etc.) as deemed necessary by the search committee.

(The chair of the search committee should make clear to candidates in advance the nature of the presentation(s) they are expected to give.)

- have an opportunity to meet with students.

The College provides funds for transportation (usually round-trip airfare), overnight accommodation, and meals for the candidate during the campus visit.

5. Selection and Notification

After interviews on campus have been completed, the search committee consults with faculty and students who observed the candidates and, with careful consideration of the input from students involved in the search process, makes a decision on which candidate to recommend to the Provost and Dean of the Faculty for appointment. The student input gathered from the search process shall be forwarded to the Provost and Dean of the Faculty with the folders and preference list. This student input will take either the form of a single statement from a student committee or memos from individual students. The Provost and Dean of the Faculty then consults with the Committee of Division Chairs. Should the Provost and Dean of the Faculty or the Committee of Division Chairs have reservations about the appointment, they will consult with the chair of the search committee, or the entire search committee. If a recommendation cannot be agreed upon, the search will be a failed search. If there is a favorable recommendation that is approved by the President, then the offer is extended to the candidate (or to the job-sharing candidates) by the Provost and Dean of the Faculty.

In unusual circumstances, a hire for a second tenure-track position in a department may be made during the same academic year from a pool for a single tenure-track position. The extension of an offer to a candidate for the second position will only be permitted after securing the unanimous consent of all members of: 1) the search committee for the original position, excluding the person to be replaced, 2) the Committee of Division Chairs, 3) the Provost and Dean of the faculty and 4) the President. The student input for a second position will take one of the forms valid for the first position.

B. Job-Sharing Appointments

Any full-time tenure-track position may be divided into two separate and independent, but equal, positions. Recognizing that job-sharing appointments may produce greater benefits to the College than traditional appointments, the College may elect to compensate job-sharing faculty at a rate above that paid for normal tenure-track positions. Office space, secretarial services, eligibility for research grants, access to campus computing resources, and access to departmental resources will be allocated as though each faculty member were full-time.

1. Methods of initiating a request to share a tenure-track position:
 - a. Two individuals may jointly apply for one tenure-track position; or
 - b. Any faculty member holding a tenure-track position, whether that person be tenured or non-tenured, may request that the position be divided into two separate and independent but equal positions.
2. In all cases above (1.a, 1.b) both candidates must satisfy the job description. In the event of 1.a, both candidates must undergo the search and interview process, and both must receive the support of the search committee.
3. In the event of 1.b above, the current holder of the tenure-track position will submit a written request to the Provost and Dean of the Faculty indicating a desire to share one position.
 - a. The faculty member will provide the Provost and Dean of the Faculty with a vita of the potential job-sharing individual.
 - b. The faculty member will provide the Provost and Dean of the Faculty with a rationale for the request, indicating the potential nature of the division of duties, responsibilities, and approaches to compensation.
 - c. A majority of the members of the faculty in the department concerned must submit written support for the request.
 - d. The request must be approved by the Committee of Division Chairs, the Provost and Dean of the Faculty, and the President.
 - e. A review committee appointed by the Provost and Dean of the Faculty according to the description of search committees found in 2.A.3. of the Faculty Handbook will interview the candidate for the job-sharing position.

- f. If the candidate is successful, the President or the Provost and Dean of the Faculty submits a request to the Board of Trustees that the position be shared.
4. Teaching duties may be divided in any manner agreeable to the Provost and Dean of the Faculty and the department. The two faculty members are expected to notify the chair of their department of the exact nature of the job division by January 15th of the preceding academic year to facilitate planning and accurate catalog copy.
5. Both job-sharing professors are expected to satisfy all non-teaching duties such as student advising, directing research or senior examinations/projects, and administrative or committee work that would be expected of any individual faculty member to the extent that their combined efforts normally constitute a full-time load.
6. Tenure consideration for both job-sharing professors will be conducted according to the usual "time in rank" standard currently applied to all other regular faculty members.
 - a. In the event that one member of the job-sharing team has more years in rank or has been given more credit for prior teaching, that individual would usually be considered for contract renewal, tenure, or promotion before the other member of the job-sharing team.
 - b. In the event that both job-sharing professors have equal time in rank, both would be considered for contract renewal, tenure, or promotion at the same time.
 - c. For the purposes of the Personnel Committee's deliberations, each professor is to be considered individually, without regard for the other professor's teaching, professional activity, or service to the community.
7. In the event that one job-sharing professor successfully receives contract renewal or tenure while the other is unsuccessful; or if one job-sharing professor can no longer perform her or his duties as a faculty member; or if one job-sharing professor freely resigns from the faculty; the other will:
 - a. Assume the teaching and non-teaching duties up to the equivalent of one full-time position until the end of the academic year, and

- b. Be offered the full-time tenure-track position at her or his present rank.
8. Each job-sharing professor will have a full vote in all academic deliberations. Persons sharing jobs may not submit written evaluations of each other to the Personnel Committee at the time of contract renewal or tenure, and may not vote on personnel matters that would affect the other individual.
9. Each job-sharing professor will be eligible for the same level of aid to faculty scholarship as any other full-time member of the faculty. This includes the opportunity to apply for sabbatical leaves on the same schedule as any full-time member of the faculty.
10. Additional teaching beyond the half-time assignment cannot be required of faculty members sharing a position; nor is it guaranteed. Any additional teaching will be handled on a year-to-year basis and will not serve as a permanent substitute for replacing a tenured member of the faculty. At the request of a job-sharing faculty member or the department, and at the Provost and Dean of Faculty's discretion, up to six classes or sections of classes may be added to the normal load of six courses in a shared position. Of these, a maximum of three of these classes will be compensated at a percentage of normal salary rate; pay for additional courses beyond these three will be negotiated between the faculty members and the Provost and Dean of the Faculty.
11. If a full-time, tenure-track position should open for which either or both job-sharing partners are qualified, either or both professors may apply for the position. The normal national search standards will be employed and neither job-sharing individual should expect or receive preferential treatment.

C. The Forensics Track

1. The Forensics Track consists of those faculty holding the titles Non-Tenured Assistant Professor of Forensics, Non-Tenured Associate Professor of Forensics, and Non-Tenured Professor of Forensics.
2. Faculty in the Forensics Track are eligible to:
 - a. attend meetings of the faculty and vote therein.
 - b. sit on faculty committees and serve in faculty offices.
 - c. participate in Convocation and Commencement exercises.

- d. apply for funds from the ASID program.
 - e. apply for sabbaticals. The criteria applied in evaluating sabbatical proposals will agree with those applied to proposals submitted by tenure-track faculty, except that special consideration will be given to the effect of a proposed sabbatical upon the individual's coaching responsibilities.
3. Faculty in the Forensics Track are not eligible for tenure.
 4. Faculty in the Forensics Track will be evaluated by the Personnel Committee, which will make recommendations to the Provost and Dean of the Faculty and the President of the College regarding promotion and contract renewal.
 5. Although the titles given to faculty in the Forensics Track parallel those given to tenure-track faculty, they are to be considered distinct.
 6. Professors and Associate Professors in the Forensics Track will be eligible to serve on the Personnel Committee, but Assistant Professors in the Forensics Track will not.

D. Non-tenure-track teaching appointments

In addition to non-tenure-track appointments in the Forensics Track, the College employs individuals in several other types of non-tenure-track teaching appointments: Lecturers and Senior Lecturers; Visiting Instructors and Visiting Assistant Professors; Adjunct Instructors, Adjunct Assistant Professors, and Senior Adjunct Assistant Professors; Assistants in Music; and Assistants in Dance. These appointments may be used for replacing sabbaticals, for responding to enrollment pressures or for replacing departmental courses due to participation in the General Studies curriculum, or for other College programs and obligations. Lecturer and adjunct appointments should generally be reserved for truly extraordinary cases where a tenure track hire would not be appropriate.

All of the policies governing these appointments are subject to review and revision by the College at any time. Exceptions to these policies are only permitted with the approval of the Provost and Dean of the Faculty.

Individuals employed in these types of appointments will have access to campus facilities, such as the library and fitness center, and will be provided with office space and computer support deemed appropriate to meet their teaching obligations. They are not eligible for sabbatical leaves, nor are they permitted to participate in the Salary Continuation Plan (SCP). They will not accumulate sick leave and they will not be eligible for vacation benefits.

Individuals employed in all these types of appointments are eligible for the awards given at Commencement for teaching, advising, and scholarly work as long as they have had a teaching load of at least half-time for the preceding three years.

1. Lecturers

Lecturers are members of the full-time continuing instructional staff, are not eligible for tenure, and are employed on yearly renewable contracts. Lecturers are usually not required to have the terminal degree in their fields, although an appropriate Masters Degree will usually be required. Lecturer appointments are made by the Provost and Dean of the Faculty upon recommendation of the department in consultation with the Division Chair. A national search is not required for such appointments.

The College is under no obligation to renew the contract of an individual in a lecturer appointment. If the department would like to rehire an individual for an additional year, the Chair of the Department, in consultation with the Chair of the Division, will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract for an additional year. If a tenure-track search is opened, an individual in a lecturer appointment may choose to be a candidate for the position, but the College is under no obligation to interview or appoint that individual to the position.

Lecturers:

- a. are eligible to serve as academic advisers.
- b. may receive funding to support teaching and research activities.
- c. are eligible to participate in Convocation and Commencement exercises.
- d. are not eligible to vote in faculty meetings.
- e. may not serve on elected faculty committees nor in elective faculty offices.
- f. may have appointments that extend beyond the fifth year of service to the College.

2. Senior Lecturers

Senior Lecturers are members of the full-time continuing faculty, are not eligible for tenure, and may be employed for terms of up to five years. They are usually not required to have the terminal degree in their fields, although an appropriate Masters Degree will usually be required.

The College is under no obligation to renew the contract of an individual in a senior lecturer appointment. If the department would like to rehire an individual in a senior lecturer appointment for an additional term, the Chair of the Department, in consultation with the Chair of the Division, will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract. Subsequent appointments of up to five years, by agreement among the Provost and Dean of the Faculty, the Division Chairs, the department, and the Senior Lecturer, may be offered before the termination of an active contract (as in a "rolling contract") as long as it does not extend a commitment beyond the appropriate five year limit.

If a tenure-track search is opened, an individual in a senior lecturer teaching appointment may choose to be a candidate for the position, but the College is under no obligation to interview or appoint that individual to the position.

Senior Lectures:

- a. are eligible to serve as academic advisers.
- b. may receive funding to support teaching and research activities.
- c. are eligible to participate in Convocation and Commencement exercises.
- d. are considered members of the full-time continuing faculty and may attend meetings of the faculty and vote therein.
- e. are eligible to serve on appointed committees but not on elected committees nor in elected offices.
- f. may have appointments that extend beyond the fifth year of service to the College.

3. Visiting Instructors and Visiting Assistant Professors

Visiting Instructors and Visiting Assistant Professors are individuals in temporary full-time teaching appointments. Visiting Assistant Professors have received the terminal degree in their fields, while Visiting Instructors have not. Departments may or may not require that individuals in visiting teaching appointments have the terminal degree in their fields, although an appropriate Masters Degree will usually be required. For an initial visiting appointment, the department is usually expected to conduct a national search, for which the department and the Division Chair will serve as the search committee. The department interviews candidates one at a time. If the first candidate is acceptable, there is no need to bring in other candidates. Visiting teaching appointments are made by the Provost and Dean of the Faculty upon recommendation of the department in consultation with the Division

Chair. The recommendation to appoint does not require the approval of the Committee of Division Chairs.

The College is under no obligation to renew the contract of an individual in a visiting appointment. If the department would like to rehire an individual for an additional year, the Chair of the Department, in consultation with the Chair of the Division, will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract for an additional year. If a tenure-track search is opened, an individual in a visiting teaching appointment may choose to be a candidate for the position, but the College is under no obligation to interview or appoint that individual to the position.

Visiting Instructors and Visiting Assistant Professors:

- a. may have specific fund allocations to support teaching and research activities in their contracts.
- b. may, with the approval of their departments, serve as academic advisers, though it is not usually an expectation.
- c. are eligible to participate in Convocation and Commencement exercises.
- d. are not eligible to vote in faculty meetings.
- e. may not serve on elected faculty committees nor in elective faculty offices.
- f. are not permitted to serve in a full-time visiting teaching appointment for more than five years.

4. Adjunct Instructors and Adjunct Assistant Professors

Adjunct Instructors and Adjunct Assistant Professors are individuals whose teaching appointments for a given year are less than full-time. They are not eligible for tenure and are employed on yearly renewable contracts. Adjunct Assistant Professors have received the terminal degree in their fields, while Adjunct Instructors have not. Departments may or may not require that individuals in adjunct teaching appointments have the terminal degree in the field, although an appropriate Masters Degree will usually be required. Adjunct teaching appointments are made by the Provost and Dean of the Faculty upon recommendation of the Chair of the Department, in consultation with the Chair of the Division. A national search is not required for such appointments.

The College is under no obligation to renew the contract of an individual in an adjunct appointment. If the department would like to rehire an individual in an adjunct appointment for an additional term, the Chair of

the Department, in consultation with the Chair of the Division, will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract. If a tenure-track search is opened, an individual in an adjunct teaching appointment may choose to be a candidate for the position, but the College is under no obligation to interview or appoint that individual to the position.

Adjunct Instructors and Adjunct Assistant Professors:

- a. may receive funding to support teaching and research activities.
- b. are eligible to participate in Convocation and Commencement exercises.
- c. may, with the approval of their departments, serve as academic advisers, though it is not usually an expectation.
- d. are not eligible to vote in faculty, division, and department meetings and may not serve on elected faculty committees nor in elective faculty offices.
- e. may have appointments that extend beyond the fifth year of service to the College

5. Senior Adjunct Assistant Professors

Senior Adjunct Assistant Professors are individuals with a terminal degree whose teaching appointment for a given year is half-time or greater, but less than full-time. Once promoted from Adjunct Assistant Professor, Senior Adjunct Assistant Professors will retain their title, regardless of teaching load, for any semester that they teach at the College. Senior Adjunct Assistant Professors are not eligible for tenure and are employed for terms of up to five years.

The College is under no obligation to renew the contract of an individual in a senior adjunct appointment. If the department would like to rehire an individual in a senior adjunct appointment for an additional term, the Chair of the Department, in consultation with the Chair of the Division, will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract. Subsequent appointments of up to five years, by agreement among the Provost and Dean of the Faculty, the Division Chair, the department, and the Senior Adjunct Assistant Professor, may be offered before the termination of an active contract (as in a "rolling contract") as long as it does not extend a commitment beyond the appropriate five year limit.

If a tenure-track search is opened, an individual in a senior adjunct teaching appointment may choose to be a candidate for the position, but

the College is under no obligation to interview or appoint that individual to the position.

Senior Adjunct Assistant Professors:

- a. are eligible to serve as academic advisers.
- b. may receive funding to support teaching and research activities.
- c. are eligible to participate in Convocation and Commencement exercises.
- d. are considered members of the continuing faculty and may attend meetings of the faculty and vote therein.
- e. are eligible to serve on appointed committees but not on elected committees nor in elected offices.
- f. may have appointments that extend beyond the fifth year of service to the College.

6. Assistant in Music

Assistants in Music are individuals whose primary responsibility is teaching applied music lessons. Assistants in Music are paid a fixed amount for each half-hour weekly lesson from the Music Fee Courses budget. Forty half-hour lessons per week will be considered a full-time teaching load for Assistants in Music, who are eligible for pro-rated fringe benefits if they teach at least thirty half-hour lessons per week. Benefits for applied instructors teaching 30 or more lessons in a semester will be determined each semester. The Chair of the Music Department is responsible for recruiting and evaluating the individuals in these appointments, which are made on a semester-by-semester basis.

7. Assistants in Dance are individuals whose primary responsibility is teaching applied dance lessons. Assistants in Dance are paid a fixed amount for each half-hour weekly lesson from the Dance Fee Course budget. The Director of Dance is responsible for recruiting and evaluating the individuals in these appointments, which are made on a semester-by-semester basis.

E. Non-tenure-track teaching appointments in Sports Studies, Recreation, and Athletics

In addition to other non-tenure-track appointments, the College employs individuals in the Sports Studies, Recreation, and Athletics Department: Instructors, Lecturers, and Senior Lecturers.

All of the policies governing these appointments are subject to review and revision by the College at any time. Exceptions to these policies are only permitted with the approval of the Provost and Dean of the Faculty.

Individuals employed in these types of appointments will have access to campus facilities, such as the library and fitness center, and will be provided with office space and computer support deemed appropriate to meet their teaching obligations. They are not eligible for sabbatical leaves, nor are they permitted to participate in the Salary Continuation Plan (SCP). They will not accumulate sick leave and they will not be eligible for vacation benefits.

Individuals employed in all these types of appointments are eligible for the awards given at Commencement for teaching, advising, and scholarly work.

1. Adjunct Instructors and Adjunct Assistant Professors in Sports Studies, Recreation, and Athletics

Adjunct Instructors and Adjunct Assistant Professors Sports Studies, Recreation, and Athletics are individuals whose teaching appointments for a given year are less than full-time. They are not eligible for tenure and are employed on yearly renewable contracts. Adjunct Assistant Professors in Sports Studies, Recreation, and Athletics have received the terminal degree in their fields, while Adjunct Instructors in Sports Studies, Recreation, and Athletics have not. Adjunct teaching appointments in Sports Studies, Recreation, and Athletics are made by the Provost and Dean of the Faculty upon recommendation of the Athletics Director. A national search is not required for such appointments.

The College is under no obligation to renew the contract of an individual in an adjunct appointment. If the Sports Studies, Recreation, and Athletics Department would like to rehire an individual in an adjunct appointment for an additional term, the Athletics Director will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract.

Adjunct Instructors and Adjunct Assistant Professors in Sports Studies, Recreation, and Athletics:

- a. may receive funding to support teaching and research activities.
- b. are eligible to participate in Convocation and Commencement exercises.
- c. may, with the approval of the Sports Studies, Recreation, and Athletics Department, serve as academic advisers, though it is not usually an expectation.
- d. are not eligible to vote in faculty, division, and department meetings and may not serve on elected faculty committees nor in elective faculty offices.

- e. may have appointments that extend beyond the fifth year of service to the College

2. Instructors in Sports Studies, Recreation, and Athletics

Instructors in Sports Studies, Recreation, and Athletics are members of the full-time continuing instructional staff, are not eligible for tenure and are employed on yearly renewable contracts. Instructors are usually not required to have the terminal degree in their fields, although an appropriate Masters Degree will usually be required. Instructor appointments in Sports Studies, Recreation, and Athletics are made by the Provost and Dean of the Faculty upon recommendation of the Athletic Director in consultation with the search committee. The College is under no obligation to renew the contract of an individual in an Instructor in Sports Studies, Recreation, and Athletics appointment.

Instructors in Sports Studies, Recreation, and Athletics:

- a. are eligible to serve as academic advisers.
- b. may receive funding to support teaching and research activities.
- c. are eligible to participate in Convocation and Commencement exercises.
- d. are not eligible to vote in faculty meetings.
- e. may not serve on elected faculty committees nor in elective faculty offices.
- f. may have appointments that extend beyond the third year of service to the College.

3. Lecturers in Sports Studies, Recreation, and Athletics

Lecturers in Sports Studies, Recreation, and Athletics are members of the full-time continuing instructional staff, are not eligible for tenure and are employed on three-year renewable contracts. Lecturers are usually not required to have the terminal degree in their fields, although an appropriate Masters Degree will usually be required. Lecturer appointments in Sports Studies, Recreation, and Athletics are made by the Provost and Dean of the Faculty upon recommendation of the Athletic Director. Lecturers in Sports Studies, Recreation, and Athletics are expected to teach a greater number of credits than Instructors in Sports Studies, Recreation, and Athletics. The College is under no obligation to renew the contract of an individual in a Lecturer in Sports Studies, Recreation, and Athletics appointment.

Lecturers in Sports Studies, Recreation, and Athletics:

- a. are eligible to serve as academic advisers.

- b. may receive funding to support teaching and research activities.
- c. are eligible to participate in Convocation and Commencement exercises.
- d. are not eligible to vote in faculty meetings.
- e. may not serve on elected faculty committees nor in elective faculty offices.
- f. may have appointments that extend beyond the third year of service to the College.

4. Senior Lecturers in Sports Studies, Recreation, and Athletics

Senior Lecturers are members of the full-time continuing faculty, are not eligible for tenure, and may be employed for terms of up to five years. They are usually not required to have the terminal degree in their fields, although an appropriate Masters Degree will usually be required. Senior Lecturers in Sports Studies, Recreation, and Athletics are expected to teach a greater number of credits than Lecturers in Sports Studies, Recreation, and Athletics and there will be an administrative component to their position.

The College is under no obligation to renew the contract of an individual in a Senior Lecturer appointment. If the department would like to rehire an individual in a senior lecturer appointment for an additional term, the Athletic Director will make a recommendation to the Provost and Dean of the Faculty. The Provost and Dean of the Faculty will have the final authority to extend the contract. Subsequent appointments of up to five years, by agreement among the Provost and Dean of the Faculty, the Athletic Director, and the Senior Lecturer, may be offered before the termination of an active contract (as in a "rolling contract") as long as it does not extend a commitment beyond the appropriate five year limit.

Senior Lecturers in Sports Studies, Recreation, and Athletics:

- a.. are eligible to serve as academic advisers.
- b. may receive funding to support teaching and research activities.
- c. are eligible to participate in Convocation and Commencement exercises.
- e. are considered members of the full-time continuing faculty and may attend meetings of the faculty and vote therein.
- d. are eligible to serve on appointed committees but not on elected committees nor in elected offices.
- e. may have appointments that extend beyond the fifth year of service to the College.

F. Visiting Endowed Professorships

The Edward F. Arnold Professorship provides for a one-semester or one-year appointments of distinguished senior faculty in an academic discipline. The Eric and Ina Johnston Professorship provides for one-semester or one-year appointments in the humanities and arts of less experienced teacher-scholars of demonstrated ability and great promise. The Edward F. Arnold Professorship rotates among all the academic departments; the Johnston Professorship rotates through the departments in the Division of Humanities and Arts.

The Arnold and Johnston professors are nominated by departments. The Department Chair makes a recommendation to the appropriate Division Chair who in turn presents this recommendation to the Provost and Dean of the Faculty for approval by the Committee of Division Chairs and the Board of Trustees. The Department making the recommendation will be the sponsoring department during the term of the professorship appointment.

G. Research Associates/Scientists and Senior Research Associates/Scientists

The Provost and Dean of the Faculty, in consultation with the Committee of Division Chairs, may appoint Research Associates/Scientists and Senior Research Associates/Scientists.

1. The College provides Research Associates/Scientists and Senior Research Associates/Scientists with a number of benefits that help them apply for research funds and carry out their research. These benefits include affiliation with an academic department or program; facilities for professional activities; permission to involve students in research activities; and eligibility to teach in appropriate courses (with no obligation, however, by either party). Additional facilities for Research Associates/Scientists and Senior Research Associates/Scientists, such as an office, computer access, mail, photocopying, phone, etc., must be negotiated among the Provost and Dean of the Faculty, the Department Chair, and the Research Associate/Scientist or Senior Research Associate/Scientist. It is understood that Research Associates/Scientists and Senior Research Associates/Scientists will only use those resources not required by tenure-track faculty. Tenure-track faculty have priority for all college grants, matching funds, or unassigned resources.

Research Associates/Scientists may be appointed for terms of up to five years at which time they will be evaluated by the Provost and Dean of the Faculty, the Department Chair, and the Committee of Division Chairs.

2. Research Associates/Scientists with a terminal degree in their field and at least a five-year affiliation with Whitman College or an equivalent

institution may request the designation of Senior Research Associate/Scientist.

Individuals requesting the designation of Senior Research Associate/Scientist must submit to the Office of the Provost and Dean of the Faculty the following materials:

- a. An up-dated curriculum vitae.
- b. The names of two colleagues at Whitman and one external to Whitman, from whom the individual has requested letters of reference. These letters need to address the quality of the individual's contributions to his or her scholarly community.
- c. A statement about scholarly and professional contributions supporting the request for a Senior Research Associate/Scientist designation.
- d. A statement about research plans for the future.

Senior Research Associates/Scientists may be appointed by the Provost and Dean of the Faculty, in conjunction with the Department Chair and the Committee of Division Chairs, for terms of up to five years. Subsequent appointments of up to five years, by agreement among the Provost and Dean of the Faculty, the Committee of Division Chairs, the Department Chair, and the Senior Research Associate/Scientist, may be offered before the termination of an active appointment as long as it does not extend a commitment beyond the appropriate five-year limit.

The Senior Research Associate/Scientist designation for any individual must be evaluated by the Provost and Dean of the Faculty and the Committee of Division Chairs at least every five years or at other times deemed appropriate by the Provost and Dean of the Faculty, in accordance with the procedure specified above.

3. All grant applications by Research Associates/Scientists or Senior Research Associates/Scientists must be approved by the Provost and Dean of the Faculty.

Research Associates/Scientists and Senior Research Associates/Scientists will receive no salary except from outside grants or from such teaching or other faculty-level activity as may be mutually agreed upon by the Provost and Dean of the Faculty and the Research Associate/Scientist or Senior Research Associate/Scientist, and will maintain professional activity and involve students in that activity whenever possible and appropriate. Salary levels for grant applications

will be determined as the average salary of equivalent time in faculty rank if a terminal degree is held.

H. Nepotism

The College does not deny anyone the opportunity for appointment to the faculty on the basis of family relationship to a current member of the faculty. Faculty, however, will not be permitted to participate in the evaluation for appointment or advancement of a close relation.