**Tenure Stream Faculty**

Full time faculty

This group is expected to engage in research, teaching, and service to the university.

Ranked as instructors, assistant, associate, and full professors, they comprise the largest group on campus.

This is the only group that is eligible for tenure. The tenure and promotion process is regulated by Article VII of the Agreement.

All faculty in this category are eligible for all the insurance provisions explained in Article XVI of the Agreement.

Removal of tenured faculty can only occur through provisions in Article IX of the Agreement.**Special Instructors**

Full time faculty

This group is expected to engage in teaching, and service to the university.

Although not eligible for tenure, special instructors receive job security if positively reviewed in the third review cycle described in Article VII of the Agreement.

All faculty in this category are eligible for all the insurance provisions explained in Article XVI of the Agreement.

Removal of job secured faculty can only occur through provisions in Article IX of the Agreement.. **Research & Full Time Adjuncts**

Full time faculty

This group was created to assist in the research and teaching missions. Work expectations should be enumerated in the hire documents. They are ranked as assistant, associate, or full based on their levels of expertise.

These faculty are initially hired for a 2 year term, but upon review, may be renewed for up to 5 years.

All faculty in this category are eligible for all the insurance provisions explained in Article XVI of the Agreement.

These faculty are not eligible for research or travel funds or paid leaves.

Removal of these faculty may occur at the expiration of their contracts. **Visiting Faculty**

Full time faculty

This group was created to fill temporary expertise gaps in the curriculum. Work expectations should be enumerated in the hire documents. They are ranked as assistant, associate, or full based on their levels of expertise.

These faculty are appointed for the term of their initial contracts, which shall not exceed four years. Visiting faculty have no expectation of reappointment after the conclusion of their contracts.

All faculty in this category are eligible for all the insurance provisions explained in Article XVI of the Agreement.

Removal of these faculty may occur at the expiration of their contracts.

**Special Lecturers**

Part time faculty teaching at least 16 credits (with at least 8 credits in either the fall or winter terms) This is the second largest of the organized faculty groups.

This group’s only responsibility is in the area of teaching.

These faculty have limited benefit rights described in Articles XVI and XVII of the Agreement.

These faculty are the most vulnerable in the layoff and recall process described in Article VIII of the Agreement.

Removal of these faculty may occur at the expiration of their contracts.