Title: Joint Teaching Appointment Guidelines
(Guidelines for Collaboration among Colleges to Provide Teaching Joint Appointments to Intercollegiate-Interdisciplinary Units and Programs)

Date: (Adopted by Deans Council 9-30-08)

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Intercollegiate-interdisciplinary programs (IIP) are an important part of the University’s Liberal Education Strategic Plan and Mission and, as such, each college has an obligation to contribute to and support these programs. Academic Affairs Strategic Planning will include discussion of the priorities for IIP programming and resource allocation.

In reviewing the history of interdisciplinary programs, the committee identified several issues that need to be addressed:

1. In the past, insufficient faculty lines were designated to support teaching and service in the University’s interdisciplinary programs. For example, CoIS teaches 5% of the section hours university wide with 1% of the total faculty. For the other 4% CoIS relies on the goodwill of other colleges and faculty to support its courses; however, this goodwill does not provide sufficient faculty support for the programs, especially in the area of service.

2. The Honors College has an enrollment of 900 students. If it is to continue to develop toward the excellence the university expects, it is particularly in need of full-time jointly appointed faculty to provide appropriate teaching and advising for the students and service to the program.

3. IIPs need to be able to draw on faculty from across the university and to provide rotating appointments if the programs are to continue to be truly interdisciplinary.

4. The University has a good policy for joint appointments. But joint appointments that are initiated solely by interested faculty do not provide consistent staffing for the intercollegiate interdisciplinary programs or the faculty needed to provide service to interdisciplinary units and programs. In addition, other college departments are not able to plan appropriately for the work lost when faculty are jointly appointed or to request additional faculty on the basis of consistent long term support for interdisciplinary programs.
We are recommending establishing the model described below as a model for both liberal arts and professional colleges to fulfill their obligation to support the University’s intercollegiate interdisciplinary undergraduate and graduate programs and initiatives. We believe that the support of Honors and other intercollegiate interdisciplinary work is the responsibility of every college.

**Intercollegiate Collaboration:**

A. The number of faculty to be jointly-appointed to IIPs should be based on the program’s teaching, scholarship and service needs. IIPs will identify the total number of faculty needed to implement their programs. This will include the number of full time, jointly appointed faculty, and single sections needed on a yearly basis. This assessment will be shared with the academic deans and provost.

B. Given the university’s commitment to IIPs, each college and unit will project in their scope of work documents and workload plans the role the college and unit can play in meeting the needs of the IIP’s. (For example: CLAS faculty support of Seidman’s Ethics Center, COIS support of sustainability initiatives in other colleges, COE support and participation in COIS and CLAS grants, Interdisciplinary Practice Initiatives between HP, KSON and COE, support for COIS sponsored university-wide themes programming, collaboration between SSB, CEC, CLAS and COIS on the Nicaragua Initiative, and faculty support of the Honors Program).

C. The Provost, in conjunction with the deans, will assess the unmet needs of the IIPs and the backfill faculty positions needed by the colleges to meet their commitments. As is feasible, the Provost will provide appropriate replacement resources for colleges that provide significant support to IIPs.

**Suggested teaching resources might be along the following lines:**

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<thead>
<tr>
<th>Length of appointment/loan</th>
<th>Backfill</th>
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<tbody>
<tr>
<td>One semester one-two courses or 1 year, one to two courses</td>
<td>Apply adjunct overload funds</td>
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<tr>
<td>2-3 year commitment 75-100%</td>
<td>Visiting Professor line</td>
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<tr>
<td>4 or more year commitment</td>
<td>Convert Visiting Lines to TT faculty or provide additional TT Lines</td>
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<tr>
<td>Priority /university-wide programs</td>
<td>New full-time or joint-appointment lines</td>
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**Suggested resources for administrative or advising roles might be as follows:**

1 – 4 years, up to 100%  
Apply Adjunct Overload or a Visiting Professor line as appropriate

D. Commitments other than faculty:  
If colleges do not have sufficient faculty available to provide teaching joint appointments will be expected to contribute in other ways, for example: grant writing expertise,
technological expertise, participation in events other than teaching, community outreach projects, budget and other resources.

**Future Hiring Practices:**

A. New positions:
   - Designate a certain number of joint appointed faculty positions for the 2009-10 hiring cycle and subsequent hiring cycles.
   - Assign new faculty lines to the intercollegiate interdisciplinary programs, with the understanding that these faculty would be loaned to other colleges to meet specialized programmatic needs. For example, the new hire in Latin American Studies will be loaned to Political Science to teach a course in the Politics of Latin America. This will provide expertise to contributing colleges and create a balance of trade.
   - Provide resources to colleges whose faculty will be 100% in Honors. (see attached proposal)

B. Jointly appointed faculty in professional programs:
   All faculty, including jointly appointed faculty who wish to teach in professional programs must be able to satisfy applicable accreditation standards. For example: faculty who teach in education courses must be able to meet NCATE and Michigan state standards for teacher certification and COE accreditation. To ensure compliance with standards, faculty who wish to teach in professional programs must be approved and hired by the Professional College Dean who oversees the program. Faculty must participate in appropriate college meetings, curriculum development and student academic advising as needed.

[Joint Faculty Appointment Memo of Understanding](#)