

Policies of the UNT Dallas College of Law	Chapter 07 Faculty Affairs
07.202 Faculty Appointments – Full Time	

Policy Statement. A primary educational mission of the UNT Dallas College of Law is excellence in developing practice-related competencies, through best curricular and instructional practices. Faculty members must be recruited, retained, promoted, and tenured to address the academic goals and mission of the institution. A variety of faculty positions are needed to address the instructional and programmatic requirements that follow from the goals and mission of the College of Law. The faculty as a whole must meet the College of Law’s needs in the areas of teaching, scholarship, institutional service, and public engagement.

Application of Policy. This policy applies to all full-time faculty members. See Part-Time Faculty Policy for rules related to part-time faculty.

Types of Faculty Appointments.

The types of faculty appointments are as follows:

1. **Tenured Appointment** is an appointment of a faculty member that may not be terminated except for cause, for reasons of financial exigency, or by resignation or retirement by the faculty member.
2. **Probationary Appointment** is an appointment as assistant professor, associate professor, or professor during the period of service that precedes determination of tenure status.
3. **Term Appointments** are all full-time appointments of a definite or fixed duration, including terms of one, two, or three years, in which the individual is part of the instructional staff with the rights and responsibilities of faculty members during the appointment. These appointments may include professors of practice, lecturers, senior lecturers, visiting faculty, scholar in residence, and others as may address the needs of the institution. Individuals appointed for fixed terms are not eligible for tenure and do not accrue credit toward tenure.
4. **Joint Appointment** is a faculty appointment that may be shared between the College of Law and other academic units at campuses within the UNT System.

Types of Faculty Positions.

The types of faculty positions are as follows:

1. Visiting Faculty are appointments for a fixed term to carry out instructional or research responsibilities within the College of Law. Professional credentials are required for appointment as a visiting faculty member. Visiting faculty members may be primarily associated with another university or agency. Individuals appointed in this position are not eligible for tenure.
2. Scholar in Residence is an appointment to a fixed term on the basis of noteworthy experience and credentials. Individuals appointed to this position are not eligible for tenure.
3. Researcher is an appointment for a fixed term to specifically work on one or more sponsored projects. A researcher may be affiliated with one or more academic units under specific terms and conditions set out in an agreement between the individual and the College of Law. Individuals appointed in this position are not eligible for tenure.
4. Lecturer is an appointment for a fixed term, usually one year, to primarily meet the instructional needs of the College of Law. The appointment may be renewed at the sole discretion of the College of Law based on an annual evaluation. Individuals appointed in this position are not eligible for tenure.
5. Senior Lecturer is an appointment for a fixed term to primarily meet the instructional needs of the College of Law. Individuals appointed to this position must have served as a Lecturer at the College of Law for at least five years and exhibited exemplary performance and be terminally qualified in the discipline. This appointment may be renewed at the sole discretion of the College of Law based on an annual evaluation and the needs of the institution. Individuals appointed in this position are not eligible for tenure.
6. Professor of Practice is an appointment for a fixed term reserved for individuals who have a particular expertise in a given area based on experience and practice. This appointment may be renewed at the sole discretion of the College of Law based on an annual evaluation. Individuals appointed in this position are not eligible for tenure.
7. Assistant Professor is a tenure-track faculty member holding a terminal degree in a relevant discipline appointed to carry out the duties of teaching, scholarship, institutional service, and public engagement.
8. Associate Professor is a tenured or tenure-track faculty member who, in addition to performing the duties expected of an assistant professor, is expected to show substantial professional achievements, evidenced by an appropriate combination of teaching, scholarship, institutional service, and public engagement.
9. Professor is a tenured or tenure-track faculty member who, in addition to

performing the duties expected of an associate professor, is recognized for outstanding professional accomplishments.

Procedures and Responsibilities.

While the College of Law is operating as a professional school of the UNT System, faculty appointments will be made by the Dean with affirmative recommendations by the faculty search committees. When the College of Law begins operating as a professional school of UNT Dallas, faculty appointments will be made by the Dean with approval of the President based on institutional needs and priorities. Faculty appointments shall be offered only in accordance with College of Law policies, Regents Rules, System Regulations, and System Administration policies, as applicable.

Recruiting.

Faculty members are recruited to support the mission of the College of Law by following approved recruiting practices. The Dean and Associate Dean for Academic Affairs are responsible for developing qualifications for vacant positions and conducting the search for the best qualified candidate to advance the institutional mission and goals. Assistance will be provided by the UNT System Human Resources department in all faculty searches.

Hiring Requirements.

Faculty members are subject to a criminal history background check. Successful passing of the background check is a requirement for employment at the College of Law. In addition, faculty members must be able to document that they are eligible to work in the United States.

Credential Requirements.

The College of Law shall maintain a file with the academic credentials of each full-time faculty member who is employed by the College of Law. This file shall contain a complete curriculum vita, official transcripts from the institution awarding the two highest degrees held by the individual, and a written and signed appointment form. These documents should be obtained prior to the first day of class.

Joint Appointments.

If a faculty appointment is divided among several departments or divisions within the UNT System, each unit must normally make an affirmative recommendation regarding the appointment; however, one department must be designated as the primary or home department. The percentage of a joint appointment may be changed only by mutual agreement among the Department Chairs (or Associate Deans, as appropriate), Deans and Provosts as applicable. The appointment must be at the same rank in each division.

Individuals holding joint appointments normally will have a portion of their salary paid on a pro-rata basis by each of the units. Individuals holding joint appointments will be fully

participating faculty members in each of the academic units, with teaching, scholarship, and service expectations negotiated among the faculty member and the respective units. The details of the joint appointment, such as voting rights in the academic units, evaluation procedures, assignments of duties, promotion and tenure, etc., should be spelled out in a written document before the effective date of the appointment.

Term Appointments.

Term appointments shall terminate at the expiration of the stated period of appointment without notification. All continuing term faculty members will be evaluated annually and may be renewed based upon the needs of the institution and satisfactory evaluations with the recommendation of the Associate Dean for Academic Affairs with the concurrence of the Dean. Term faculty members may receive merit increases in pay in accordance with University policy.

References and Cross-references.

TEX. EDUC. CODE §51.943

UNT System Board of Regents Rule 06.300.

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