

UNIVERSITY OF PITTSBURGH POLICY 02-02-11

CATEGORY: ACADEMIC AFFAIRS
SECTION: Faculty Appointment and Tenure
SUBJECT: Joint Appointments
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PAGE(S): 1

I. SCOPE

This policy establishes the terms for joint faculty appointments between schools departments, campuses of the University, and the University and other institutions of higher learning.

II. POLICY

Appointments of individuals to the faculties of two or more schools, campuses, or departments concurrently, are made when a unit determines the need for faculty expertise that is beyond the scope of its discipline or expertise.

Concurrent appointments of individuals to the faculty of the University of Pittsburgh and the faculty of another institution of higher education may also be made, to support a full-time appointment in an area so specialized that neither institution would be capable of such support alone.

In making joint appointments, the following matters must be clarified:

- Primary appointment for tenure and graduate faculty membership
- Criteria for promotion, salary increases, and tenure
- Budget allocations

The bulletins of all departments, schools, or regional campuses in which an individual holds an appointment will list that faculty member.

Every effort is made to ensure that an individual with a joint appointment holds the same rank in all faculties.

- When this is not feasible, the secondary rank should not be higher than the one in the primary school or campus in which tenure is held.

Joint appointments are made for no longer than three full years, and are terminated when their usefulness ends.

- At least six months before the end of the appointment, reappointment action begins, or the appointment lapses at the end of the stated term.

A teaching assignment outside a faculty member's primary department, school, or campus does not necessarily require a joint appointment. A joint appointment is made only when the individual plans to participate in each of the faculties on which the appointments are held. Participation may involve:

- Teaching
- Research
- Attendance at faculty meetings
- Acceptance of administrative functions