

## Special Faculty

The maximum term of appointment for special faculty is three years. They may be reappointed without Comprehensive Review. However, Comprehensive Reviews are required for special faculty involved with teaching when a reappointment or promotion would extend their aggregate term three years beyond the date of the last comprehensive review.

It is not uncommon that people holding special faculty appointments are hired into tenure track positions in the university. Except for postdoctoral researchers, all special faculty appointments would count against the tenure clock of the person. Those years as Type A (excluding postdocs) are counted at 100%. Those as Type B or Type C are counted at 75%.

### Classifications:

#### **Type A: Temporary Special Faculty**

This includes post-docs, visiting faculty, etc. .... They may be appointed and reappointed for a maximum aggregate term of three years.

#### **Type B: Research Supported Special Faculty**

This includes Research Associate, Research Scientists, etc. ....

#### **Type C: Teaching Special Faculty**

This includes Special Lecturer, etc. ....

**Comprehensive Review:** These comprehensive reviews, called "Q-Reviews" for special faculty, require consideration of the candidate's department, the MCS Special-Faculty Ad-Hoc committee, and the MCS Review committee. All positions held by MCS Special Faculty are reviewed every three years in a P-Review. These P-Reviews certify the appropriateness of the position, not the qualifications of the candidate.

**Timely Notice:** *University Rules state that notice of termination is considered timely if given four months before the expiration of the term if such term is one to two years, and six months before if the term is of two years or more. The MCS rules states, "For special faculty members whose appointments have continued four years or more beyond the initial appointment date, decisions on reappointment or promotion must be taken at least twelve months before the expiration of the current term."*