

VIRGINIA COMMONWEALTH UNIVERSITY

**AFFILIATE FACULTY APPOINTMENTS
POLICY AND PROCEDURES**

AFFILIATE FACULTY APPOINTMENTS POLICY AND PROCEDURES

PURPOSE

To establish a University policy for Affiliate Faculty appointments.

POLICY STATEMENT

Affiliate Faculty appointments may be considered for individuals who, by virtue of their expertise, are deemed capable of making a significant contribution to a University program. Such contribution may involve giving occasional lectures or acting as preceptor to students during field work, clinical rotations or residencies. Affiliate Faculty appointments may be made available to persons outside the University, to faculty who hold primary appointments in other departments or schools of the University, or to persons who hold administrative or service positions in the University. Affiliate Faculty appointments formally recognize volunteer (unpaid) contributions to a program.

The University will consider Affiliate Faculty appointments for individuals who, based on the merits of the applicant, wish to contribute to the instruction of students in classroom or experiential settings, or make other significant contributions to the teaching and research missions of the University, its schools and departments.

Individual schools and departments may establish Affiliate Faculty appointment guidelines and procedures to augment the University Affiliate Faculty Appointments Policy.

APPLICATION OF THE POLICY

1. Types of Affiliate Faculty Appointments

There are two types of Affiliate Faculty appointments: Internal and External.

a. Internal Affiliate Faculty Appointments

Internal Affiliate Faculty appointments will be considered for VCU employees who establish a voluntary (unpaid) affiliation with another department or division. Examples include teaching and research faculty in one school or department establishing an affiliation with another school or department. Those faculty holding internal affiliate status, with appropriate qualifications and with the consent of the affiliated department or unit, may be authorized to teach and direct Master's and Doctoral theses in the affiliated department, to be listed on the faculty of the affiliated department and to serve on its committees.

b. External Affiliate Faculty Appointments

External Affiliate Faculty appointments will be considered for professionals not already employed by VCU. Examples include professional practitioners who provide direct supervision/field instruction to students during practicum and clinical experiences in community-based agencies, clinics, and private offices. Those faculty holding external affiliate status, with appropriate qualifications and with the consent of the affiliated department or unit, may be authorized to teach and direct Master's and Doctoral theses in the affiliated department, to be listed on the faculty of the affiliated department and serve on its committees. External Affiliate Faculty may not chair dissertation committees.

2. Process of Appointment

- a. Existing University faculty may seek out external candidates and invite their interest. The candidate must submit a formal application to the chair of the department requesting affiliation. The Department Chair shall exercise his/her best judgment in deciding what constitutes a "significant contribution" to the department and school.
- b. Documentation constituting a formal application:
 - Current CV
 - Letter of recommendation
 - Copy of graduate transcripts (as required for appointed duties) sent directly from the candidate's institution(s) of higher education
 - Evidence of licenses and/or diplomas as required for appointed duties
 - Internal affiliate appointments require the consent of the VCU employee's primary Department Chair and Dean to avoid conflicts with performance expectations
- c. Initial Affiliate Faculty appointments must be recommended and approved by the Department Chair, Dean, and either the Provost and Vice President for Academic Affairs or the Vice President for Health Sciences. If approved by the appropriate Vice President, the Dean or Department Chair submits a letter to the candidate formalizing the affiliate appointment subject to approval by the University's Board of Visitors.
- d. To monitor the University's equal opportunity and affirmative action initiatives, the Dean or Department Chair will forward a copy of the formalized External Affiliate appointment to the Assistant Vice Provost for Institutional Equity.

3. Term of Appointment

Affiliate Faculty appointments may be either for a fixed period of time or for a continuing period of time. Continuing appointments remain valid until terminated or rescinded. Initial appointments, reappointments and terminations are subject to approval by the University's Board of Visitors.

- a. Fixed-Term Appointment

Fixed-term Affiliate Faculty appointments have fixed beginning and ending dates.

Such appointments will expire at the end of the term without the need for advance notice and are not subject to renewal. A decision to issue new or additional fixed-term Affiliate Faculty appointments should be made not later than June 1 of each year. Decisions to pursue or not to pursue additional fixed-term appointments should be coordinated between the Department Chair and the Dean.

b. Continuing Term Appointment

Continuing affiliate appointments have a fixed beginning and open ending dates. The appointment is made with the provision that it continue, without specific term, until terminated by resignation, appropriate notice of non-renewal or non-continuation for cause, for the convenience of the department or unit, or by action of the Board of Visitors.

Continuing appointments must be reviewed by the Department Chair annually but no later than June 1 for determination as to whether the appointment should or should not continue. If it is decided that the Affiliate Faculty appointment is not to be continued, then by June 30 of the same year, the Department Chair should inform the Dean in writing. The Department Chair also must notify the Affiliate Faculty member that his/her appointment is not being continued.

c. Termination of Affiliate Appointment

The University and the affiliate appointee reserve the right to terminate the Affiliate Faculty appointment at any time. The Department Chair and Dean forward their recommendations to the Provost and Vice President for Academic Affairs or Vice President for Health Sciences for review and approval.

4. Faculty Rank

Affiliate Faculty are assigned one of the following faculty ranks. When appropriate to the duties assigned, modifiers (for example, “Clinical Professor” or “Research Associate Professor”) may be used.

- Instructor
- Assistant Professor
- Associate Professor
- Professor

5. Basic Criteria for Affiliate Appointments

Subject to the requirements for Affiliate Faculty appointments articulated in this Policy Statement, each school and/or department may determine the criteria for affiliate appointments, as appropriate to teaching, scholarship and service, within the particular school and/or department.

6. Promotion Process

School and department promotion procedures define criteria and processes for promotion.

7. University Privileges

An Affiliate Faculty member may be eligible for a University ID card and associated privileges, such as purchasing parking permits, email, using library services and joining recreational facilities. Clinical Affiliate Faculty members may be eligible for privileges at MCV Hospitals, subject to the criteria for such privileges as established by the appropriate clinical department.

An External Affiliate Faculty member may be a co-investigator on sponsored research activities with prior written permission from the department in which he or she is appointed as an External Affiliate Faculty and with the concurrence of the VCU Director of Sponsored Programs Administration. Successful completion of protection of research subjects training is required.

8. Periodic Review, Updating Personal Information and Verifying Licensure

Upon implementation of this policy and annually thereafter, each school will review and update Affiliate Faculty information including name changes, address, place and type of employment, telephone, email address, educational level attained, changes in certification and/or licensure and CV.

9. Database of Affiliate Faculty Appointments

The VCU Human Resource System (HRS) will maintain data elements to identify Affiliate Faculty appointments.

HRS data elements will include the following:

- a. Affiliate Faculty name
- b. Type of affiliate appointment (internal or external)
- c. Internal appointment - provide primary appointment school and department
- d. Affiliated school and department
- e. Faculty rank
- f. Beginning and ending dates of affiliate appointment
- g. Academic degrees

RELATED DOCUMENTS

- Faculty Roles and Rewards Policy
- Faculty Promotion and Tenure Policies and Procedures
- Faculty Salary Administration Guidelines

CONTACTS

The Provost and Vice President for Academic Affairs officially interprets this policy. Please direct policy questions to the Office of the Provost and Vice President for Academic Affairs.