



Faculty Excellence

Joint and Secondary Joint Appointment Policies & Procedures

Rationale

Education and research require the availability of highly competent individuals with specialized skills who share their competence in more than a single area. Therefore, the university is committed to encouraging, facilitating, and rewarding interdisciplinary, multi-disciplinary, and cross-disciplinary educational and scholarly activities. Appointments of faculty members in more than one department, school, center, institute, or college are encouraged to further this objective. Joint and secondary joint appointments are designed specifically to facilitate these activities. They may involve appointments across two or more academic units, or an academic unit and a center, institute or faculty cluster. In this document, the term “unit” will be used to refer to any or all of these entities.

Definitions

Joint Appointment: A paid appointment of a faculty member to a second university unit (host unit) when the person will be regularly participating in the teaching, research, or graduate supervision responsibilities of more than one university unit. The salary of a joint appointment is shared by the host and home unit. The proportion of the salary to be shared depends upon the individual circumstance and is determined and approved by the home and proposed host unit.

Secondary Joint Appointment: An unpaid appointment of a faculty member to a second university unit (host unit) when that person will be regularly participating in the teaching, research, or graduate supervision responsibilities of more than one university unit. Payment of the appointee's salary is not shared.

Joint and Secondary Joint Appointees Who Will Teach

All joint and secondary joint appointees who will be the instructors of record for lectures, laboratories, independent studies, internships, clinicals, or any other credit-bearing experience must comply with the university's faculty teaching qualifications guidelines. If appointees serve as instructors of record in the host unit, that unit must submit an electronic teaching certification form via the Faculty Qualifications Management System (FQMS) in PeopleSoft if one is not already on file for the faculty member's teaching assignment in the host unit. All teaching assignments are subject to UCF faculty teaching qualification guidelines (<http://apq.ucf.edu/fq/fqteaching/>).

Policies Related to Joint and Secondary Joint Appointments

- Joint and secondary joint appointees hold tenure (as applicable) only in their primary home department/unit unless otherwise addressed by the home and host units.
- The job title associated with the joint or secondary joint appointment in the host unit will remain consistent with that of the job title in the home unit. Faculty can hold only one job title at a time. The joint or secondary joint appointment does not change any part of the appointee's title but allows them to have a stronger collaborative tie with faculty in the host unit.
- Annual evaluations will be the sole responsibility of the home unit for secondary joint appointments. Input from the secondary unit is strongly encouraged. Joint appointments, where salary cost is shared, need to be evaluated annually by both the home and host units.
- Joint and secondary joint appointments are made for the duration of the appointees' appointment in their home unit, unless otherwise noted on the appointment form. All appointments shall be subject to review on a schedule determined by the host unit or college/area, at which time continuation of the appointment shall be considered. Typically, such appointments will be reviewed in conjunction with, but no later than, the applicable academic program or institute and center review. A joint or secondary joint appointment can be rescinded by request of the home unit or the host unit with the consent of the provost or designee.
- Duties, responsibilities, and privileges shall be agreed to by the home unit, the host unit, and the appointee and outlined in the letter of appointment.

- Joint and secondary joint appointments should be based upon the substantial contributions such an appointment would recognize and support. Enough detail must be provided in the appointment application file to substantiate the importance of the appointment in facilitating collaborations between the home and host units.

Procedures for Requesting a Joint or Secondary Joint Appointment

1. The host unit (the unit receiving the services of the appointee) should prepare an appointment application file, which includes the following:
 - Completed Joint or Secondary Joint Appointment Approval Form with signatures reflecting appointment endorsements from the home unit chair or director, home unit dean or area vice president, and other stakeholders as appropriate (see item #3 below).
 - An electronic teaching certification via FQMS (if the appointee will be an instructor of record and teaching certification is not already on file).
 - Letter of appointment from the host unit **addressed to the appointee**, which includes the following:
 - a. the designation of the current home unit and the proposed host unit;
 - b. an overview of the faculty member's contributions to the host unit to date, if applicable (e.g., courses taught, student research supervised, students employed on grants, collaborations with host unit faculty members);
 - c. a description of how the proposed appointment is expected to benefit the units involved;
 - d. an overview of the appointee's expected contributions to the proposed host unit (e.g., courses expected to teach, lectures or seminars expected to deliver, curriculum development, collaborations in progress or anticipated);
 - e. if teaching in the host unit, the appointee's expected distribution of teaching responsibilities between the host and home units;
 - f. an overview of the appointee's rights and responsibilities in the host unit;
 - g. the length of the appointment and cycle for review (typically in conjunction with, but no later than, the applicable academic program or institute and center review).
 - Curriculum vitae.
2. The appointment application file is initially forwarded to the primary home unit for appropriate reviews and approvals. Applications for faculty appointees who receive all or a portion of their salary from a center or institute must receive approval from the applicable center or institute director and vice president for Research and dean of the College of Graduate Studies. Applications for faculty appointees who hold tenured or tenure earning status in an academic unit must receive approval from the applicable unit head and college dean, regardless of whether the academic department pays any portion of the faculty member's salary. The host unit is responsible for routing the application file for all required signatures.
3. Once all preliminary approvals are obtained, the home unit will submit an ePAF attaching the appointment application file as a pdf document. Personnel Administration will review for completeness and submit for final review by the provost or designee. If the provost or designee approves the appointment, a new faculty employment agreement will be generated and sent to the home unit for signature, and the ePAF will be approved.
4. If the provost or designee denies the appointment or needs additional information, Personnel Administration will contact the appropriate offices accordingly, and may recycle the ePAF, as needed.
5. The home unit will inform the host unit of the appointment's status (approved or denied) once notified of the provost's or designee's decision.
6. The home unit will obtain the faculty member's signature on the employment agreement and submit to HR, consistent with current practices.