POSITION RIGHTS, OBLIGATIONS AND GUIDELINES FOR HIRING AND PROMOTION

Original: July 31, 2003
Revised January 1, 2013
<table>
<thead>
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<th>POSITION RIGHTS</th>
<th>Advisor to masters &amp; Ph.D. students</th>
<th>Serve on masters projects</th>
<th>Member of Ph.D. committee&lt;sup&gt;1&lt;/sup&gt;</th>
<th>Chair Ph.D. committee&lt;sup&gt;1&lt;/sup&gt;</th>
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<sup>1</sup> Assumes terminal degree for the discipline.

<sup>2</sup> Includes both tenure/tenure track faculty and contract faculty

<sup>3</sup> Cannot serve as sole PI; co-PI in conjunction with senior staff person.

<sup>4</sup> With permission of the Center Director, and with the supervision of a senior researcher.
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<th>Faculty Positions²</th>
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¹ Assumes terminal degree for the discipline.

² Includes both tenure/tenure track faculty and contract faculty.
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<th>Years Length of Contract (Min.)</th>
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¹ As described in staff handbook for exempt employees.
² 26 years of age / 1 year vesting
³ Includes both tenure/tenure track faculty and contract faculty.
⁴ Years of contract do not pertain for faculty with tenure.
⁵ Center Directors must participate in planning both the timing and proposed activities during a sabbatical leave for Contract Faculty and Fellows/Scientists.
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^2 Includes both tenure/tenure track faculty and contract faculty.

^3 Or terminal degree for the discipline.

^4 Fellows could be appointed with a BA and extensive experience. The required years of experience can vary based on the candidate’s graduate degree.

^5 Or terminal degree for the discipline.

^6 Years experience since terminal degree (generally)
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1 Assumes met criteria for initial appointment. Entries for each position describe criteria for promotion from this level to the next level.
2 Years in position can vary in light of strengths in other criteria and/or acquisition of terminal degree while in the position.
3 Includes both tenure/tenure track faculty and contract faculty.
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