

Appendix H

IIT Policy on Joint Faculty Appointments

I. Justifications for Joint Appointment

The appointment of an IIT faculty member to two academic units may be approved under appropriate circumstances. Each appointment will be evaluated independently by the relevant academic unit. Circumstances that may justify a joint appointment include:

- a faculty member has an established scholarly field recognized as inherently interdisciplinary; and/or
- a faculty member has training and experience in two or more disciplines.

II. Conditions of Joint Appointment

When circumstances such as those set forth in Section I are relevant, the principal criterion upon which a joint appointment shall be evaluated is whether the joint appointment would lead to significant advantages to the IIT community, to both IIT academic units involved, and to the continued professional development of the faculty member. If a preliminary evaluation by the relevant academic unit heads indicates that a joint appointment to their respective units may be appropriate, the following conditions must be met:

- A. A tenured faculty member can hold tenure or be on tenure track in only one academic unit, which unit shall be designated as his or her “primary academic unit.”
- B. Joint appointments can be recommended only for new or current faculty members at the rank of associate professor or professor.
- C. The consideration of a joint appointment for a new faculty member requires full evaluation by the faculty members, the chairs, and the dean(s) of both academic units, following the same procedures as are currently employed for the appointment of new faculty members in each unit.
- D. The initiation of an appointment to another academic unit for a current IIT faculty member will be made only if the faculty member holds the rank of associate professor or professor in his or her original academic unit. The request for a joint appointment must be made in writing by the faculty member with appropriate documentary support. This request will be evaluated in sequence by the chair of the current academic unit, the tenured faculty members of the new academic unit, the chair of the new unit, and the college or school dean(s). Their written recommendations will be forwarded to the Provost. If approved, the faculty member will be listed with both units in the IIT undergraduate and graduate bulletins and other official publications of IIT.
- E. The assignment of teaching and service responsibilities, salary recommendations, and other administrative functions relevant to the faculty member will be made by the chair of the primary unit, following the usual procedures for other faculty members in that unit. The actual division of such responsibilities must be approved by the college or school dean at the start of each academic year.

- F. The faculty member holding a joint appointment shall retain the full rights, including voting, of faculty members in the primary academic unit and those of tenured faculty members of his or her rank, including service on the Academic Unit Committee on Promotion and Tenure (AUCOPT).
- G. The faculty member shall serve as an ex-officio, non-voting member of the AUCOPT of the second unit if he or she is tenured, and as a full voting member of all other committees of the second unit to which he or she has been appointed. The faculty member may act as a faculty adviser and a thesis adviser in both units, in accordance with the current policies in each. The unit designation on the faculty member's research proposals and publications may be to either or both academic units, as determined solely by the faculty member.
- H. This policy allows for the joint appointment of non-tenured associate professors and professors in the case of the initial IIT appointment. The procedures for the award of tenure will follow the normal IIT policy, in which case the appropriate AUCOPT will be that of the primary academic unit. The evaluation of promotion from associate professor to professor will follow the normal IIT policy based on the criteria of the primary unit.
- I. A joint appointment is made on an annual basis.
- J. Appointment in the secondary department may be terminated after consultation with the tenured faculty members of that department.