

Policies on Joint Appointments

Approved by the Biology faculty November 21, 2022

The goal of joint appointments in the Department of Biology is to promote outreach and teaching collaborations between members of the Department and others with strong research and/or teaching interests in Biology. Such collaborations will strengthen both the primary and joint appointments by encouraging interactions between faculty members with similar interests across departmental boundaries.

1. *Joint Faculty Appointments and Criteria for Consideration*

In general, the qualifications required for an appointment with Joint Membership will be the same as those required of candidates for primary appointment at the equivalent rank in addition to a demonstrated commitment to involvement in the Department. In essence, appointments with Joint Membership will be offered only to individuals with well-established reputations in an area generally recognized as Biology. Specific criteria which must be met are:

a. Joint Faculty Appointments:

- i. A nationally-recognized research program in Biology.
- ii. Ongoing interactions with members of the Department: Examples of such interactions are collaboration in research or teaching, service on graduate student advisory committees.
- iii. A tenured appointment in another department at Texas A&M University.

2. *Application for a Joint Appointment*

Applications for joint appointments should be made to the Head of the Department. The application will include an up-to-date CV, a statement indicating how such an appointment would benefit both the Department and the individual and stating his or her qualifications as a biologist/life scientist. The Department Head will pass the application to the Department of Biology Executive Committee for discussion and the credentials of the individual will be reviewed by the Annual Review Committee. Upon a favorable vote from the Annual Review Committee, the applicant will be invited to present a seminar in the Department, and then the recommendation for a joint appointment will be brought forward for consideration at a faculty meeting. After discussion at a faculty meeting, a vote will be taken by ballot as specified in the department of Biology Bylaws. If the nomination receives a majority affirmative vote of the faculty, joint membership will be recommended to the Department Head.

3. *Responsibilities of Faculty with Joint Appointments*

Faculty holding Joint appointments within the department shall have partial voting rights as defined in Section 3. Visiting and other temporary or part-time faculty are welcome to attend faculty meetings and participate in discussions but cannot vote. The Department of Biology expects that the Joint Appointment Faculty

member attend Faculty Meeting & Seminars and actively participate in other Department activities.

a. Expectations of Joint Appointment Faculty:

- i. Service on Departmental committees.
- ii. Participation in recruiting and “outreach” activities.
- iii. Continuing collaboration with members of the Department.
- iv. Joint Appointment Faculty that accept Department of Biology Graduate students into their laboratory are expected to participate in teaching activities in the Department. With the exception of BIOL 691, these teaching activities can include:

Formal, didactic, courses

BIOL681 Journal Clubs

b. Rights and Privileges of Joint Appointment Faculty:

- i. Faculty with Joint Membership in the Department may serve as Chair of graduate student committees in Biology.
- ii. Faculty with Joint Membership in the Department are encouraged to participate in discussions of and may vote on all graduate curricular issues.
- iii. Faculty with Joint Membership in the Department are encouraged to participate in discussions of but may not vote on undergraduate curricular issues.
- iv. Faculty with Joint Membership in the Department are encouraged to participate in discussions of but may not vote on hiring or promotion / tenure decisions.
- v. Joint Faculty will be included in Departmental graduate student recruiting materials and activities.

4. *Term of Joint Appointments*

- a. Joint Appointments will be awarded for a period of five years and reviewed by the Annual Review Committee after a 3-year period. Near the conclusion of the five-year term, a new application, which also includes a description of how the applicant has fulfilled the responsibilities stated above, should be made to the Head of the Department. This new application will undergo review by the Annual Review Committee. The Annual Review Committee will then make a recommendation to the Department Head. In the absence of a new application, the Joint Appointment will terminate automatically at the end of the five-year term.

- b. The Joint Appointment will be terminated upon the faculty member leaving the University.
 - i. In the event that the Joint Appointment faculty member has accepted a Department of Biology graduate student into their laboratory, the faculty member and graduate student must discuss this departure with the Department of Biology Department Head and Graduate Advisor for how to best serve the student's interests.
 - c. Joint Appointment Faculty who transition to Emeritus status will maintain their Joint Appointment as long as they remain in good standing at the University and in their home Department.
 - d. The Joint Appointment Bylaws will be reviewed every 5 years by the Annual Review Committee and changes made as needed.
5. *Visiting Faculty Appointments*
- a. The Department may recommend the appointment of visiting faculty members in Biology at the rank of Visiting Professor, Visiting Associate Professor, or Visiting Assistant Professor. The purpose of such appointments shall be to bring within the Department for a limited period scientists whose interactions with the faculty, students, and programs of the Department can be expected to benefit the Department substantially.
 - b. Visiting faculty appointments in Biology shall be for a period of one year and subject to yearly renewal as necessary.
 - c. Visiting faculty appointments in Biology shall not lead to tenure consideration.
 - d. The terms of visiting faculty appointments in Biology shall be determined by the Department Head with the concurrence of the Executive Committee.