

## **Definitions of Faculty Employment Status**

For the purposes of defining employment status, the following definitions apply to CGU faculty titles.

**Adjunct Professor.** An Employee who is employed by the Employer pursuant to an agreement in an exempt salaried position working up to ten hours per course per week for a 16-week period, who has one or more courses at the Employer assigned to him or her, who is responsible for teaching such course or courses, whose responsibilities do not include research or community service, whose current period of employment will not be considered for purposes of determining whether he or she is eligible for tenure at the Employer, and who is identified in the Employer's employment records as an Adjunct Professor.

**Lecturer.** An Employee who is not engaged in studies toward a terminal degree at the Employer, who has one or more courses (usually only one course per semester) at the Employer assigned to him or her, who is responsible for teaching such courses, whose responsibilities do not include research or community service, whose current period of employment will not be considered for purposes of determining whether he or she is eligible for tenure at the Employer, and who is identified in the Employer's employment records as a Lecturer.

**Professor.** An Employee who has obtained a terminal degree, who has courses at the Employer assigned to him or her, who is responsible for teaching such courses and carrying out research and community service, whose current period of employment is untenured, partially, or fully tenured or will be considered for purposes of determining whether he or she is eligible for tenure at the Employer, and who is identified in the Employer's employment records as an Assistant Professor, Associate Professor or Full Professor.

**Research Professor.** An Employee who has obtained a terminal degree, who carries out a program of research approved by the Employer, who has no or only nominal responsibility for teaching courses, whose current period of employment is untenured, partially, or fully tenured or will be considered for purposes of determining whether he or she is eligible for tenure at the Employer, and who is identified in the Employer's employment records as an Assistant Research Professor, Associate Research Professor or Full Research Professor.

**Visiting Professor.** An Employee who is employed by the Employer on an agreed upon temporary basis while he or she is on an agreed upon absence from employment with the academic institution by which he or she is regularly employed, who has courses at the Employer assigned to him or her and is responsible for teaching such courses or who is engaged in a specified research project, who is responsible for community service, whose current period of employment will not be considered for purposes of determining whether he or she is eligible for tenure at the Employer, and who is identified in the Employer's employment records as a Visiting Professor or Visiting Research Professor.

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