OVERVIEW OF ACADEMIC TITLES

A. ACADEMIC SERIES OVERVIEW

	Series	Ladder Rank	Academic Senate	Faculty	Eligible/Tenure/SOE	Term Limit*
Teaching Titles	Assistant Professor	●	●	●	●	8 years
	Adjunct Professor			●		
	Acting Assistant Professor	●		●	●	8 years
	Acting Associate Professor/Acting Professor	●	●	●	●	
	Visiting Professor			●		2 years
	Visiting Professor Mathematics					3 years
	Senior/Lecturer Security of Employment (SOE)		●	●	●	
	Lecturer Potential Security of Employment (PSOE) w/ 100% Appt†		●	●	●	8 years
	Senior/Lecturer Potential Security of Employment (OSIE) w/ <100% Appt			●		12 semesters
	Lecturer/Senior Lecturer (Unit 18)			●		12 semesters
Research Titles	Assistant Professional Researcher‡					8 years
	Assistant Project Scientist‡					8 years
	Postdoctoral Scholars					5 years

*See **APM 133** for details regarding the Eight-Year Limit for certain academic titles
† The combined years as Lecturer PSOE and the years in the title of Lecturer/Senior Lecturer may not exceed a total of eight years of service **(APM 133)**
‡ The combined years as Assistant Project Scientist and the years in the title of Assistant Researcher may not exceed a total of eight years of service **(APM 311-17).**

B. COMPARISON OF NON-SENATE TEACHING TITLES

	Adjunct	Visiting	Lecturer
Appointment	Appointments can be FT or PT. Appointment or reappointment is made with a specific ending date. Maximum terms vary by % time (<51% vs. 51% +), rank, and step within rank.	Appointed temporarily; term not to exceed 1 year at a time for a maximum of two years (Math appointments not to exceed 3 years). No tenure or security of employment.	Temporary appointments with potential for Continuing Appointment after 6 years, based on curricular need & Excellence Review
Criteria	Both Teaching and Research 1. Expected to adhere to UC Merced's rigorous standards of scholarship; 2. May be predominantly engaged in research or in teaching, as long as he/she makes some contribution to both; 3. Also expected to engage in some University and public service	Both Teaching and Research 1. Has held, is on leave from, or is retired from an academic or research position at another educational institution; or 2. His/her research, creative activities or professional achievement makes appointment appropriate; Criteria for appointment same as for the corresponding Ladder-Rank faculty title	Teaching only; covered by MOU which specifies personnel procedures, criteria, and standards of excellence.
Special Requirements	Must contribute to both research and teaching	Should have greater teaching load than regular faculty	MOU specifies workload requirements and limitations
Recruitment	Competitive recruitment process not required	Competitive recruitment process not required	Competitive recruitment required (except Summer Session)
Merit/Promotion/Appraisal Reviews	Assistant Adjunct Professors normally undergo a Mid-Career Appraisal.	Merit, promotion, appraisal reviews not applicable.	Reviewed upon reappointment for pre-6; every three years for post-6
Funding	No more than half of Adjunct appointment may be supported by State funds; should be primarily supported by non-State funds.	State-funded	State-funded

C. COMPARISON OF RESEARCH TITLES

	Professional Research Series	**Project Series**	**Specialist Series**
Purpose	Engage directly in independent research. The ability to secure funding does not automatically qualify individuals for appointments to the Professional Research series.	Make significant and creative contributions to a research project in the sciences or other areas such as history or art. May be ongoing members of a research team or may be employed for a limited period of time to contribute high-level skills to a specific research or creative program.	Provide technical or specialized expertise (e.g., with instrumentation and research equipment) in the planning and execution of a research project or projects. May be ongoing members of a research team or may be employed for a limited period of time.
Independence	Function as independent investigators and have the major responsibility and leadership for their research programs. The ability to sustain an independent research program is a necessary but not sufficient criterion for the title of research (e.g., Physicist).	Not required to have or develop an independent research program, but may work independently. Ordinarily will carry out research or creative programs with supervision of a member of the Professorial or Professional Research Series.	Will work under the Director of an MRU/ORU or a member of the Professorial, Professional Research, or Project (e.g., Scientist) series.
PI Status	Normally will be PIs. Appointment to the title of Research (e.g., Physicist) may be made to individuals who are not PIs, if they satisfy the research qualification and accomplishments equivalent to those in the Professorial ranks. The award of PI status does not in itself justify an appointment to the Professional Research series.	consistent with campus policy, may not serve as PIs but may serve as Co-PIs with members of the Professorial or Professional Research series. The Chancellor may grant an exception to allow an appointee to be a PI.	Not expected.
Differences Between Series	Used for appointees who engage in independent research equivalent to that required for the Professor series and not for appointees whose duties are limited to making significant and creative contributions to a research project or to providing technical assistance to a research activity.	Do not demonstrate the same capacity for fully independent research or research leadership required of the Professional Research and Professorial series. Expected to have a broader range of knowledge and competency and a higher level of independence than appointees in the Specialist series.	Perform work that is technical in nature and need not have as broad a range of knowledge and competency or execute original research as do appointees in the Project (e.g., Scientist) series. The Specialist series is not an entry level into the Project series.