

St. Olaf Faculty Appointments Summary

Category of Appointment	Tenure-Track	Tenured	Teaching Specialist	Special Appointments	Full-Time Term (1.0 FTE)	Part-Time Term (0.5 - <1.0 FTE)	Terminal (<0.5 FTE)
Available Ranks	Instructor, Assistant Professor, Associate Professor, Professor	Associate Professor, Professor	Associate Professor of Practice	"XXXX in Residence" (e.g. "Artist" or "Writer"); title determined by department/Provost	Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor; "Visiting" prefix dropped after 4 years of service	Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor; "Visiting" prefix dropped after equivalent of 4 years of service	Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor
Term Length	Initial appointment through one year beyond first comprehensive review	Continuous appointment without stated term	3 years	1, 2, or 3 years	1, 2, or 3 years	1, 2, or 3 years	1 year or less
Renewal/Continuation	Reappointed after successful comprehensive reviews; probationary period maximum of 6 years (1-year extension available for qualifying circumstances)	Not applicable	3-year reappointments; no maximum duration	No maximum duration	Up to 6 years total; Instructors may continue beyond 6 years	No explicit limit	No explicit limit
Review Process	Comprehensive reviews in 2nd and 4th years; tenure review in 6th year (schedule adjusted in cases of prior service)	Annual student feedback surveys; Professional Development Plan during 4th year after sabbatical; Annual Report	Annual student feedback surveys; Classroom observation in years 1, 2, 5, 11; Annual Report; Comprehensive review during 5th year and every 6th year after	Annual student feedback surveys; Classroom observation in years 1, 2, 5, 11; Annual Report; Tenure & Promotion Committee review at 6-year intervals	Annual student feedback surveys; Classroom observation in years 1, 2, 5; Annual Report	Annual student feedback surveys; Classroom observation in years 1, 2, 5, 11; Annual Report	None
Tenure Eligibility	Yes	Tenured	None	None	None	None	None
Full-Time Course Load	5	5	5	5	6	6	6
Key Provisions	Automatic promotion to Associate Professor upon tenure if at Assistant rank; up to 3 years prior service may count toward probationary period	Termination only for adequate cause, financial exigency, program discontinuance, or medical disability	Eligibility requires 24 courses or 5 years employment at St. Olaf plus terminal degree; emphasizes teaching, advising, service (scholarship encouraged but not required)	For persons with distinctive experience/expertise not reflecting normative academic qualifications	Time served counts toward sabbatical eligibility if later given eligible appointment	Time served counts toward sabbatical eligibility if later given eligible appointment	No service obligations beyond assigned duties
Sabbatical Eligibility	Pre-tenure, one-semester sabbatical is an option for qualifying circumstances	After every 6 years of service	None	2-course professional development leave after every 6 years of service	None	None	None
Voting Franchise	Yes	Yes	Yes	Yes	Yes	Yes	None
Advising Responsibilities	Yes, after first year	Yes	Yes	Yes	Not expected; may choose to advise with per-student stipend	Not expected; may choose to advise with per-student stipend	None