

Glossary of Appointment Terms

Initial appointment	No prior employment history at Howard University, in a department or on an academic track.
Reappointment	Prior employment history at Howard University, in a department or on an academic track.
Tenure Track Appointment	A full time probationary appointment that leads to tenure in accordance with the Howard University Faculty Handbook. The probationary period is for seven years. The award of tenure is not automatic; it must be earned in accordance with the Howard University Faculty Handbook and must be accompanied by a permanently budgeted position in a department.
Clinical Educator Track Appointment	A full time non-tenure track probationary appointment that allows individuals to progress through the academic ranks based on criteria that emphasize teaching, clinical productivity, and scholarly activities as opposed to peer-reviewed publications, research, and grants. Initial appointees have 10 years to be promoted to associate professor. Appointment may be for as long as five years once promoted to associate professor. The term "clinical" is used in the academic title, e.g., Clinical Associate Professor.
Research Track	A full time non-tenure track appointment that allows individuals to progress through the academic ranks based on criteria that emphasizes research productivity, teaching and service. The length of the appointments generally will coincide with the research grant support and/or a period of two years. The term "research" is used in the academic title, e.g., Research Associate Professor, except at the full professor level when the term Biomedical Research Professor is used.
Temporary Appointment	A non-tenure track appointment with a definite termination date.
Tenured Appointment	Usually awarded at the professor rank

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