

1.0 Purpose

- 1.1 When it is appropriate for academic or professional reasons, a Faculty Member may be appointed to more than one (1) unit of the University. Such appointments shall be called "cross appointments."

2.0 Applicability

- 2.1 University-wide

3.0 Definitions

- 3.1 A cross appointment is one in which the salary of the Faculty Member is charged to one (1) fiscal unit (the unit of primary appointment), but they are named to another unit in which they have a sustained academic or professional interest.

4.0 Implementation

- 4.1 A cross appointment shall only be made with the consent of the Faculty Member and on the recommendation of the Department Chairs and Deans in consultation with the appropriate Faculty Members in the units concerned.
- 4.2 A cross appointment shall be made by the Vice-President (Academic) for a fixed period, and may be renewed or altered with the consent of the Faculty member and on the recommendations of the Department Chairs and Deans. The termination or alteration of a cross appointment, except for cause, shall not in itself jeopardize the Faculty Member's appointment with the University in the unit of primary responsibility. Notwithstanding any of the foregoing, a cross appointment will terminate upon the termination of the appointment in the unit of primary appointment.
- 4.3 The sources and level of administrative and academic support available to the Faculty Member with a cross appointment shall be mutually agreed by the Faculty Member and the Department Chairs or Deans and shall be confirmed in writing.
- 4.4 In the case of a cross appointment, the procedures and criteria to be used in assessing the Faculty Member for renewal of probationary appointment, tenure and promotion shall be those of the unit of primary appointment. The Department Chair or Dean and the appropriate Faculty Members of the other unit shall be consulted, and the unit of primary appointment will determine what weight to assign to any documentary evidence resulting from such consultation.

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- 4.5 Research conducted by cross-appointed faculty members shall be counted for purposes of the research ranking exercise in the unit of primary appointment.
 - 4.6 The letter of appointment shall state the privileges, duties and responsibilities of the Faculty Member and the and sharing, if any, of such privileges, duties and responsibilities between the units. A cross appointment may, but will not necessarily include teaching responsibilities in the other unit to which appointed. The letter shall identify the unit of primary appointment, and the other unit to which appointed. The letter also shall identify the unit(s) with responsibility for administrative and academic support.
 - 4.7 Faculty Members holding a cross appointment shall be eligible to attend department meetings, vote, be elected to or appointed to committees in all Academic Units to which the cross appointment applies.
 - 4.8 A cross-appointed Faculty Member may request a change in the unit of primary appointment. Such a request shall be made in writing to the Vice-President (Academic). The decision with respect to the request will be at the discretion of the Vice-President (Academic) after consultation with the Dean(s), Department Chair(s) and faculty members of the unit(s) concerned.
 - 4.9 Approved cross-appointments will be shown in the academic calendar.

5.0 Interpretation and Questions

- 5.1 University Secretariat Office is located in Sir Howard Douglas Hall, Room 110. Questions concerning this policy may be directed to (506) 453-4613 sjd@unb.ca.