

## Summary of REASONS FOR WITHOUT SALARY APPOINTMENTS

- To provide new hires access to University privileges (e.g., e-mail, library access) prior to the official start date of the appointment
- To document administrative positions/responsibilities in addition to a faculty or academic professional appointment---the WOS can be indicated with either of the different types of positions depending on the situation
- To indicate teaching effort by assigning a courtesy faculty rank or academic professional (teaching specialist or lecturer) appointment when the primary appointment held is an academic professional or administrative staff position with non-instructional duties
- To indicate two appointments (joint appointment) where funding is associated with only one of the appointments
- To indicate a teaching appointment when another entity is paying for the work
- To provide a faculty rank to an external extension employee
- To provide for a courtesy faculty appointment to individuals who work for an agency or firm with whom a contract is held
- To indicate a University of Minnesota Rochester responsibility/relationship when an individual holds a faculty appointment within the University
- To indicate a volunteer instructor status and to provide access to grade records, etc.
- To provide for a visiting faculty position within the University, when the individual is being paid by the other institution
- To provide a courtesy faculty title to a P&A employee who is applying for grants; a faculty title is a requirement of the granting agency
- To indicate a relationship with retirees who have been hired to assist with a project

*The following reasons used for assigning WOS appointments raise some questions of validity and need further research and discussion.*

- To provide University privileges to research collaborators --- researchers working for companies but not involved with us on an official appointment (employer-employee) status; a computer (“work station”) is associated with the University and any individual in that location could use and have U privileges
- To provide University privileges to preceptors, individuals who are providing “on the job” instruction to our students --- they oversee the work of our appointees who are in training
- To provide University privileges (e-mail and library access) to preceptors, clinic workers, and professionals-in-training (e.g. medical fellows) working in clinics in foreign countries
- To provide University privileges (e.g. e-mail and library access) to individuals working in Area Health Education Centers with whom the University has some affiliation
- To provide University privileges to maintain a relationship with an individual (with or without any obligation to the University) after the appointment has been terminated, or to establish an affiliation relationship for reasons deemed political by the unit/department