

BUCKETS:	Tenure eligible	Teaching/ Education	Research/ Scholarship/ Inst	Service	Specialty	Admin	Level	Max Credential Required
	Y	Yes	Yes	Yes	Yes	Performance/ Clinical/Practice	Yes	None
N	No	No	No	No	None	No	Entry	N

Assumptions:

Specialty activities are mutually exclusive.
100% admin means no other activities.

Multiple appointments are necessary to handle additive Administrative appointments.
Service only positions do not exist as Academic job codes.
Faculty Type (Faculty, Visitor, Adjunct) is covered by a separate field in HRMS and not the job code itself.
Tenure awarded will be handled by award date.

The maximum credentials are required for all positions unless specified otherwise.
The "no responsibilities, no pay" classification is only to be used for active record appointments.
Codes not being translated can be found on Tab 3.
Questions should be directed to Maggie Graham (maggie.graham@rochester.edu)

Existing code for suggested mapping	Existing descriptor for suggested mapping	Tenure eligible	Teaching/ Education	Research/ Scholarship/ Inst	Service	Specialty	Admin	Level	Max Credential Required	New descriptor	Faculty Job Family
0001	Professor	Y	Teach	Research	Service	None	None	Full		Professor: TE, T, R, S	TE, T, R, S
0003	Assoc Professor	Y	Teach	Research	Service	None	None	Associate		Assoc Prof: TE, T, R, S	TE, T, R, S
0005	Asst Professor	Y	Teach	Research	Service	None	None	Assistant		Asst Prof: TE, T, R, S	TE, T, R, S
0120	Clinical Sr Associate	N	Teach	No research	No service	Performance/Clinical/Practice	None	Full	N	Sr Assoc: T, Sp, Qual	T, Sp, Qual
0074	Clinical Associate	N	Teach	No research	No service	Performance/Clinical/Practice	None	Associate	N	Assoc: T, Sp, Qual	T, Sp, Qual
0036	Clinical Asst	N	Teach	No research	No service	Performance/Clinical/Practice	None	Assistant	N	Asst: T, Sp, Qual	T, Sp, Qual
0027	Clinical Professor	N	Teach	No research	No service	Performance/Clinical/Practice	None	Full		Professor: T, Sp	T, Sp
0029	Clinical Assoc Professor	N	Teach	No research	No service	Performance/Clinical/Practice	None	Associate		Assoc Professor: T, Sp	T, Sp
0031	Clinical Asst Professor	N	Teach	No research	No service	Performance/Clinical/Practice	None	Assistant		Asst Professor: T, Sp	T, Sp
0033	Clinical Sr Instructor	N	Teach	No research	No service	Performance/Clinical/Practice	None	Specialist		Sr Instruct: T, Sp	T, Sp
0035	Clinical Instructor	N	Teach	No research	No service	Performance/Clinical/Practice	None	Entry level		Instruct: T, Sp	T, Sp
0070	Sr Assoc	N	Teach	No research	Service	Performance/Clinical/Practice	None	Full	N	Sr Assoc: T, S, Sp, Qual	T, S, Sp, Qual
0071	Assoc	N	Teach	No research	Service	Performance/Clinical/Practice	None	Associate	N	Assoc: T, S, Sp, Qual	T, S, Sp, Qual
0073	Asst	N	Teach	No research	Service	Performance/Clinical/Practice	None	Assistant	N	Asst: T, S, Sp, Qual	T, S, Sp, Qual
0046	Professor of Clinical	N	Teach	No research	Service	Performance/Clinical/Practice	None	Full		Professor: T, S, Sp	T, S, Sp
0048	Assoc Professor of Clinical	N	Teach	No research	Service	Performance/Clinical/Practice	None	Associate		Assoc Prof: T, S, Sp	T, S, Sp
0060	Asst Professor of Clinical	N	Teach	No research	Service	Performance/Clinical/Practice	None	Assistant		Asst Prof: T, S, Sp	T, S, Sp
0072	Sr Instructor of Clinical	N	Teach	No research	Service	Performance/Clinical/Practice	None	Specialist		Sr Instruct: T, S, Sp	T, S, Sp
0080	Instructor of Clinical	N	Teach	No research	Service	Performance/Clinical/Practice	None	Entry level		Instruct: T, S, Sp	T, S, Sp
0012	Professor (Non Tenure Track)	N	Teach	No research	Service	None	None	Full		Professor: T, S	T, S
0111	Assoc Professor (Non-Tenure)	N	Teach	No research	Service	None	None	Associate		Assoc Prof: T, S	T, S

Existing code for suggested mapping	Existing descriptor for suggested mapping	Tenure eligible	Teaching/ Education	Research/ Scholarship/ Inst Scholarship	Service	Specialty	Admin	Level	Max Credential Required	New descriptor	Faculty Job Family
0110	Asst Professor (Non-Tenure)	N	Teach	No research	Service	None	None	Assistant		Asst Prof: T, S	T, S
0010	Senior Instructor (Service)	N	Teach	No research	Service	None	None	Specialist		Sr Instruct: T, S	T, S
0044	Instructor (Service)	N	Teach	No research	Service	None	None	Entry		Instruct: T, S	T, S
0124	New Code for Professor TRS	N	Teach	Research	Service	None	None	Full		Professor: T, R, S	T, R, S
0125	New Code for Assoc Professor TRS	N	Teach	Research	Service	None	None	Associate		Assoc Prof: T, R, S	T, R, S
0126	New Code for Asst Professor TRS	N	Teach	Research	Service	None	None	Assistant		Asst Prof: T, R, S	T, R, S
0007	Sr Instructor	N	Teach	Research	Service	None	None	Specialist		Sr Instruct: T, R, S	T, R, S
0009	Instructor	N	Teach	Research	Service	None	None	Entry level		Instruct: T, R, S	T, R, S
0047	Visiting Professor	N	Teach	Research	No service	None	None	Full		Professor: T, R	T, R
0049	Visiting Assoc Professor	N	Teach	Research	No service	None	None	Associate		Assoc Prof: T, R	T, R
0057	Visiting Asst Professor	N	Teach	Research	No service	None	None	Assistant		Asst Prof: T, R	T, R
0059	Visiting Sr Instructor	N	Teach	Research	No service	None	None	Specialist		Sr Instruct: T, R	T, R
0061	Visiting Instructor	N	Teach	Research	No service	None	None	Entry level		Instruct: T, R	T, R
0019	Sr Lecturer	N	Teach	No research	No service	None	None	Specialist	N	Sr Instruct: T, Qual	T, Qual
0021	Lecturer	N	Teach	No research	No service	None	None	Entry level	N	Instruct: T, Qual	T, Qual
0037	Adjunct Professor	N	Teach	No research	No service	None	None	Full		Professor: T	T
0039	Adjunct Assoc Professor	N	Teach	No research	No service	None	None	Associate		Assoc Prof: T	T
0041	Adjunct Asst Professor	N	Teach	No research	No service	None	None	Assistant		Asst Prof: T	T
0043	Adjunct Sr Instructor	N	Teach	No research	No service	None	None	Specialist		Sr Instruct: T	T
0045	Adjunct Instructor	N	Teach	No research	No service	None	None	Entry level		Instruct: T	T
0038	Research Professor	N	Don't teach	Research	Service	None	None	Full		Professor: R, S	R, S
0040	Research Assoc Professor	N	Don't teach	Research	Service	None	None	Associate		Assoc Prof: R, S	R, S
0042	Research Asst Professor	N	Don't teach	Research	Service	None	None	Assistant		Asst Prof: R, S	R, S
0052	Sr Research Engineer	N	Don't teach	Research	No service	None	None	Full	N	Sr Engineer: R, Qual	R, Qual
0053	Research Engineer	N	Don't teach	Research	No service	None	None	Specialist	N	Engineer: R, Qual	R, Qual
0064	Sr Research Associate	N	Don't teach	Research	No service	None	None	Full		Distinguished Researcher: R	R
0065	Research Associate	N	Don't teach	Research	No service	None	None	Associate		Expert Researcher: R	R
0062	Sr Scientist	N	Don't teach	Research	No service	None	None	Assistant		Advanced Researcher: R	R
0063	Scientist	N	Don't teach	Research	No service	None	None	Specialist		Intermediate Researcher: R	R
0121	Early Career Researcher	N	Don't teach	Research	No service	None	None	Entry level		Active Researcher: R	R
0146	FSAP	N	Don't teach	No research	No service	None	None	Full		FSAP	Limited
0122	Instructor of non-credit course.	N	Teach	No research	No service	None	None	Entry level	N	Instructor: non-credit	Limited
0123	No pay, no work (Active Record)	N	Don't teach	No research	No service	None	None	None		Faculty No Pay Appt	Limited

Term	Definition
Administration	management of a department, program, school or institute. Examples include: dean director chair
Level	a hierarchical indicator (entry, intermediate, expert, etc.) described by experience, education, skills, duties/tasks, and supervision given/received. Values: entry / instructor specialist / senior instructor assistant professor associate professor full professor
Maximum Credential Required	an indicator that a terminal degree is a necessary to differentiate for a position. The default value is yes. Indicator is only activated when degree is not required. Values: Yes = used for this job code AND terminal degree is required. No = used for this job code AND terminal degree is not required. NOTE: When "No" is used, "Qual" (short for "Qualified") appears in the label.
Research	activities related to research, scholarship and institutional scholarship
Service	activities that contributes to a department, school, University, profession, and community. Examples include: committee work recruitment activities outreach journal work field work planning a conference hosting a speaker
Specialty	an indicator that describes a requirement of an academic job beyond teaching, research and service. Values include: patient care / clinical - direct or indirect care activity that has the ability but not the requirement to affect patient outcomes performance - solo and ensemble performance instruction or expectation of keeping professional standing / reputation through master classes, performances, etc.
Teaching	work related to teaching, tutoring, instructing or lecturing in the activity of imparting knowledge.
Tenure Eligible	an indicator that the position is or is not eligible for promotion to tenure

Job codes not being translated

Existing code to be eliminated	Existing descriptor	Suggested alternative(s)		Frequency of use
0006	Assoc Professor (Svc)	0111	Assoc Prof: T, S	3 in SMD
0008	Asst Professor (Svc)	0110	Asst Prof: T, S	4 in SMD
0014	Instructor Clinical Nrsg	0035	Instruct: T, Sp	66 in SON
0016	Asst Professor Clinical Nrsg	0031	Asst Prof: T, Sp	73 in SON
0018	Assoc Professor Clinical Nrsg	0029	Assoc Prof: T, Sp	11 in SON
0022	Professor Clinical Nrsg	0027	Professor: T, Sp	10 in SON
0023	Assoc Lecturer	0009 or 0044 or 0045 or 0122	Instruct: T, R, S or Instruct: T, S or Instruct: T or Instruct: non-credit	1 in AS&E
0051	Executive Professor, Simon Sch	0010 or 0044	Sr. Instruct: T, S or Instruct: T, S	6 in Simon
0054	Visiting Research Professor	0038 or 0064 (+ Faculty Type = Visitor)	Professor: R, S or Distinguished Researcher: R	27 in AS&E
0056	Visiting Research Assoc Prof	0040 or 0065 (+ Faculty Type = Visitor)	Assoc Prof: R, S or Expert Researcher: R	5 in AS&E
0058	Visiting Research Asst Prof	0042 or 0062 (+ Faculty Type = Visitor)	Asst Prof: R, S or Advanced Researcher: R	2 in AS&E
0066	Visiting Sr Scientist	0062 (+ Faculty Type = Visitor)	Advanced Researcher: R	9 in AS&E and LLE
0067	Visiting Scientist	0063 (+ Faculty Type = Visitor)	Intermediate Researcher: R	42 in AS&E
0069	Visiting Research Assoc	0062, 0063, 0064, 0065 or 0121 (+ Faculty Type = Visitor)	(Select level) Researcher: R	8 in AS&E and SON
0112	Asst Professor (Research)	0042	Asst Prof: R, S	2 in AS&E
0113	Assoc Professor (Research)	0040	Assoc Prof: R, S	2 in AS&E
0114	Professor (Research)	0038	Professor: R, S	14 in AS&E
0117	Professor-Pend Approval	0001	Professor: TE, T, R, S	3 in SMD
0118	Assoc Professor-Pend Approval	0003	Assoc Professor: TE, T, R, S	1 in SMD
1040	Sr. Executive Associate Dean	N/A	N/A	last used 2001.
0020	Professorial Lecturer, Sim Sch	N/A	N/A	last used 2004.
0025	Asst Lecturer	N/A	N/A	last used 2008.
0028	Clinical Assoc Professor (GFT)	N/A	N/A	last used 2004.
0055	Faculty on LTD	N/A	N/A	last used 2006.
0119	Instructor -Pend Approval	N/A	N/A	Never used
0017	Per-Session Instructor	0122	Instructor: non-credit	3 in MAG