**APPENDIX**

**P&A Employee Summary Chart – Authorities/Responsibilities and Degree/Experience Descriptors**

**Related Policy:** Appointments of Academic Professional and Administrative Employee

<table>
<thead>
<tr>
<th>Appointment Subgroup</th>
<th>Typical Authorities/Responsibilities</th>
<th>Degree and Experience</th>
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</thead>
</table>
| Academic Professional Appointments   | • Parallel disciplinary faculty in having the requisite preparation and specialized knowledge of theory and literature pertinent to an academic discipline or field, as well as relevant research methodologies  
• Have expertise and experience or disciplinary practice analogous to the faculty  
• Exercise independent professional judgment  
• Engaged in teaching, research, service, and in a wide variety of other professional functions of the University | • Baccalaureate (required)  
• Advanced degree (usually)  
• State licensure (if required by the position, such as for physicians, dentists, or psychologists.)  
• Demonstrated skills and experience in administration or practice in the field after obtaining the degree |
| Academic Administrative Appointments | • Involved in policy development and execution, and in directing, coordinating, or supervising activities of the University  
• Have a span of control and influence (often responsible for developing and modifying programs or policies impacting across many units system-wide  
• Have a high level of decision making authority (exercise discretion and independent judgment in matters of significance);  
• Make decisions that have a campus, college, or administrative unit or system-wide impact.  
• Provide oversight and accountability for system operations and/or academic and academic support units with responsibilities academic in nature, focusing on areas such as curriculum, research, libraries, or faculty and academic employee personnel systems.  
• May also hold direct responsibilities for the teaching and/or research activities of a University department or college. Academic administrative personnel may be line officers or staff | • Baccalaureate (required)  
• Demonstrated skills and experience in administration or practice in the field after obtaining the degree |
| Professionals-in-Training Appointments | • Involved in research and/or teaching.  
• Hold internships, residencies or are otherwise involved in further training in a disciplinary field. Note: some of the positions carry eligibility for tuition benefits. | • Baccalaureate (required)  
• Advanced degree (required) |