

Fact Sheet

Faculty Appointment Authority

General Information

The purpose of a Faculty Appointment is to provide an avenue for faculty members of accredited colleges or universities to work with USGS employees on a number of scientific or special projects. Faculty Appointments can be a great way for USGS scientists to partner with and obtain advice or assistance from subject matter experts in the academic community without having to advertise a vacancy announcement.

Faculty Appointments are filled as temporary excepted appointments under Schedule A, section 213.3102 (o). These appointments are limited to positions of a scientific, professional, or analytical nature that can be filled by individuals who are currently bona fide members of the faculty of an accredited college or university and have special qualifications for the positions being filled. Employment shall not exceed 130 work days a year.

Eligibility Requirements

In order to be eligible for a Faculty Appointment, an individual must meet the following requirements:

- Be a US citizen;
- Meet OPM's qualification requirements for the classified position to which he/she will be appointed; and
- Be a bona fide member of the faculty of an accredited college or university. During the pre-employment process, the individual must provide proof from the college or university on official letterhead detailing the nature of their employment. Continued proof must be provided for each extension beyond the first year.

Appointment Options

A faculty appointment is a temporary appointment in the excepted service made for up to 1-year that may be extended for 1 additional year for a maximum duration of 2 years; however, if an individual appointed under this authority works less than 6 months (1,040 hours excluding overtime) per year, the appointment can be extended beyond the 2 year limit. This is typically the case because individuals rarely work the full 130 allowable days under this authority.

Employment under this authority can be on a full-time, part-time, or intermittent basis; however, typically individuals work an intermittent schedule based on the employing office's need for their services. Regardless of the work schedule, employment may not exceed the 130 work day limit. Any day or part of a day for which an employee is paid counts toward the limit, including when an employee uses leave or is working a schedule that entitles the employee to be paid for holidays.

Appointees who work a full- or part-time schedule will earn annual and sick leave, as well as be paid for any holidays that fall on a day the individual is normally scheduled to work. Individuals

who work a full-time or part-time schedule may also be eligible to elect [Health Benefits coverage](#) in certain circumstances.

While under this appointment, the appointee:

- Does not acquire eligibility for non-competitive conversion to a permanent position;
- Will not be eligible for promotion, detail, change to lower grade, or reassignment to another geographic location.

Requirements for Considering Displaced/Surplus Employees

Provisions of the Career Transition Assistance Plan (CTAP)/Interagency Career Transition Assistance Plan (ICTAP) do not apply to an excepted service appointment (reference 5 CFR 330.609(i) and 330.707(g)).

Probationary/Trial Period Requirements

Temporary appointees under a Faculty Appointment do not serve a probationary or trial period.