



Definition of Faculty and Types of Faculty Appointments	
Responsible Official: Provost	Responsible Office: Human Resources

Policy Purpose

The purpose of this policy is to define faculty and the types of faculty appointments.

Policy Statement

“Faculty” is defined as regular, full-time personnel who hold academic rank, whose regular assignments include instruction, research and/or public service as a principal activity. Faculty are appointed based on the following definitions and budgeted line.

Employees who hold assistant or associate dean positions and who are in budgeted faculty lines are classified as faculty.

Employees in administrative/executive positions (deans and above) may hold faculty rank but are not classified as faculty since their budgeted lines are administrative or executive.

The term “faculty” shall not, for the purposes of this statement, include members of the institution’s instructional personnel defined as “adjunct faculty,” part-time teachers, post-doctoral fellows, visiting lecturers, and graduate assistants.

Definitions

I. Tenure-track/Tenured Appointments

Tenure-track      Appointments for regular full-time faculty with academic rank that may be for the academic or fiscal year. Faculty are employed in a probationary period prior to consideration for tenure and appointments shall not include any right to permanent or continuous employment, shall not create any manner of legal right, interest, or expectancy of renewal or any other type of appointment, and shall be subject to annual renewal by the institution.

Tenured            Appointments of full-time faculty who have been awarded tenure by the Board of Trustees. To protect academic freedom, tenure appointments include the assurance of continued employment for the appointment year for an indefinite period, subject to expiration, relinquishment, or termination of tenure as noted in the tenure policy. Such appointments do not include assurance of continued

employment at any specified salary, position, or employment during summers or intersessions (if the employment is for less than 12 months).

## II. Non-Tenure Track Appointments

### Clinical Track

Appointments of regular full-time faculty that

- are non-tenurable for a fixed term
- are renewable
- permit promotion in rank
- If noted in the hiring contract as convertible, may be converted to tenure-track at any time prior to but not later than the expiration of the first three-year term, depending on funding availability and faculty performance. In instances where the appointment is converted to tenure-track, the three (3) years served in the clinical-track appointment, at the discretion of the president, may be credited toward the individual's probationary status. Convertible track appointments not converted within the three-year period automatically revert to non-convertible clinical-track appointments.

Faculty in this classification participate in the academic programs by providing professional services, by exposing students to their professional expertise, and by directing students' educational experiences in clinical or professional settings where the faculty members practice. Clinical-track appointments may be supported, in whole or in part, by funds from appropriations, grants, contracts, clinical practice, clinical or professional facilities, or from other sources.

### Research Track

Appointments of regular full-time faculty that

- are non-tenurable for a fixed term
- are renewable
- permit promotion in rank
- if noted in the hiring contract as convertible, may be converted to tenure-track at any time prior to but no later than the expiration of the first three-year term, depending on funding availability and faculty performance. In instances where the appointment is converted to tenure-track, the three (3) years served in the research-track appointment, at the discretion of the president, may be credited toward the individual's probationary status. Convertible track appointments not converted within the three-year period automatically revert to non-convertible research-track appointments.

Faculty in this classification participate in the academic programs by conducting independent research projects and by mentoring students involved in the research process. Research-track appointments may be supported, in whole or in part, by funds from appropriations, grants, contracts, or other sources.

### Lecturer

Appointments of regular full-time faculty that

- are non-tenurable

- are renewable
- permit promotion in rank.

The primary assignment of lecturers is usually instruction at the undergraduate level.

Initial lecturer appointments may be granted for up to three years with an annual performance review conducted by the appropriate academic administrator or supervisor. Appointments may be renewed for further terms of up to three years following any satisfactory performance review.

Faculty  
Coordinator

Appointments of faculty that

- are non-tenurable
- renewable for fixed terms.

Coordinators teach and provide administrative services within the academic departments. They devote a preponderance of their time to faculty responsibilities including, but not limited to, teaching, advising, and student mentoring. Coordinators may also have responsibility for administering special academic projects, systems support, and other administrative services.

Professor of  
Practice

Appointment of highly accomplished individuals who have made major contributions to fields related to academic departments or colleges at ETSU and for whom other faculty appointments are not suitable.

Full- or part-time faculty appointments that are

- non-tenurable
- not convertible to tenure-track appointments
- not promotable
- three-year, renewable contracts with no limit on the number of years that may be served. The college or department may choose not to renew a Professor of Practice contract prior to the end of a three-year term of appointment.

### III. Uncompensated Appointments

Collaboration  
Appointments

Appointment in recognition of an ETSU faculty member who works collaboratively or who is affiliated with another ETSU department. For example, a faculty member with his/her main appointment in Biomedical Sciences may have a collaboration appointment in Internal Medicine to recognize the work he/she does in Internal Medicine. The faculty rank is defined according to the current ETSU faculty types. Collaboration appointments are renewable (every 1-3 years).

Clinical  
Appointments

Appointment in recognition of community clinicians or VA clinicians who participate in the teaching and evaluation of students, residents, and fellows. Titles include the appropriate rank of the faculty member:

- Clinical Instructor
- Clinical Assistant Professor
- Clinical Associate Professor
- Clinical Professor

These appointments are promotable to a higher rank using criteria and process set by the department and the college. Final approval for promotion is by the Provost. These appointments are not tenured positions nor are they eligible for conversion to tenure track, clinical track, or research track positions. Clinical faculty appointments are renewable (every 1-3 years). A department/college may elect to provide certain benefits for select faculty members who receive this type of appointment (email, library access, CPA access). This would be done on an individual basis with the department/college responsible for the associated costs.

Research  
Appointments

Appointment in recognition of community researchers or VA researchers who participate in the teaching and evaluation of students, residents, and fellows. Titles include the appropriate rank of the faculty member:

- Research Instructor
- Research Assistant Professor
- Research Associate Professor
- Research Professor

These appointments are promotable to a higher rank using criteria and process set by the department and the college. Final approval for promotion is by the Provost. These appointments are not tenured positions nor are they eligible for conversion to tenure track, clinical track, or research track positions. Research faculty appointments are renewable (every 1-3 years). A department/college may elect to provide certain benefits for select faculty members who receive this type of appointment (email, library access, CPA access). This would be done on an individual basis with the department/college responsible for the associated costs.

Preceptor  
appointments

Appointments used to recognize uncompensated community professionals who teach and evaluate learners in a community setting. Preceptor appointments do not include faculty rank designation. They are not tenured positions nor are they eligible for conversion to tenure track, clinical track, or research track positions. Preceptor appointments are renewable (every 1-3 years).

#### IV. VA Faculty Appointments

8/8 VA Faculty

Appointment of faculty as either uncompensated clinical faculty, research faculty, preceptor, or adjunct (uncompensated) as defined in the section above.

1/8-7/8 VA  
Faculty

Appointment of faculty who have some component of their compensation through ETSU (1/8 through 7/8) through one of the compensated ETSU faculty types.

#### Policy History

Effective Date: 08/24/2020

Revision Date:

#### Procedure (s)

Faculty appointments are identified at the time of hire and so noted in appointment contracts.

#### Procedure History

Effective Date:

Revision Date:

#### Related Form(s)

N/A

#### Scope and Applicability

Primary: Employment

Secondary: Academic