**Faculty Appointments at Universities: 5:02:07:10**

**Policy Area**

Personnel Policies

**Applicable Divisions**

Universities

**Purpose**

The purpose of this policy is to establish the criteria and process regarding faculty appointments at universities governed by the Tennessee Board of Regents.

**Policy**

1. Introduction
   1. The following constitutes the types of faculty appointments that can be made in Tennessee Board of Regents’ universities including temporary, tenure-track, tenure, clinical-track, research, and coordinator appointments.
2. Types of Appointments
   1. Temporary Appointments are appointments for a specific purpose for a time appropriate to that purpose or for an unspecified period, which appointments may be terminated according to the terms of the contract of employment or appointment.
      1. Temporary appointments ordinarily should be used only for lecturers, adjunct or part-time faculty, faculty employed to replace regular faculty on leave of absence, and faculty employed pursuant to grants or for projects funded in whole or in part by non-appropriated funds.
      2. In addition, temporary appointments may be used for faculty employed on the basis of state appropriated funds in departments, divisions, or other academic units where the permanent and continued need for the position has not been established, provided that such appointments normally should not be in excess of three academic years.
      3. After that, the position can be re-advertised, and the instructor can apply again and be hired if he/she is the best candidate.
      4. Appointments of faculty members supported by more than fifty percent (50%) grant fund, or other soft money sources, may be approved by the university presidents for periods in excess of three years.
      5. Temporary instructional faculty at instructor, senior instructor, or master instructor rank may be appointed to a three-year contract. Such a contract may be renewed after any satisfactory performance review.
      6. Other extensions of temporary appointments for periods in excess of three (3) years require the approval of the Chancellor.
   2. Tenure-track Appointments are appointments for regular full-time faculty with academic rank, and may be for the academic or fiscal year.
      1. Tenure-track appointments are for faculty who are employed in a probationary period of employment prior to consideration for tenure.
      2. Tenure-track 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.
   3. Tenure Appointments are appointments of full-time faculty who have been awarded tenure by the Board pursuant to the provisions of this policy.
      1. To protect academic freedom, tenure appointments include the assurance of continued employment for the academic year for an indefinite period, subject to expiration, relinquishment, or termination of tenure as hereinafter provided.
      2. Such appointments do not include assurance of continued employment at any specified salary, position, or employment during summer sessions or inter-sessions.
   4. Clinical-track Appointments are full-time faculty appointments; are non-tenurable appointments for a fixed term; are renewable; permit promotion in rank; and permit conversion of the appointment 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.
      1. 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.
      2. 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/professional settings where the faculty members practice.
      3. Clinical-track appointments may be supported, in whole or in part, by appropriated funds or funding from grants or contracts, from clinical practice or clinical/professional facilities, or from other sources.
   5. Research-track Appointments are full-time faculty appointments; are non-tenurable for fixed terms; are renewable; permit promotion in rank; and permit conversion of the appointment 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.
      1. 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.
      2. Faculty in this classification participate in the academic programs by conducting independent research projects and by mentoring students involved in the research process.
      3. Research-track appointments may be supported, in whole or in part, by appropriated funds or funding form grants or contracts, or other sources.
   6. Coordinator Appointments are non-tenurable, renewable appointments for fixed terms.
      1. Coordinators teach and provide administrative services within the academic departments.
      2. They devote a preponderance of their time to faculty responsibilities including, but not limited to, teaching, advising, and student mentoring.
      3. Coordinators may also have responsibility for administering special academic projects, systems support, and other administrative services.

**Sources**

TBR Board Meeting April 2, 2004; Board Meeting June 20, 2014.

**Related Policies**

* [Personnel Transactions & Recommended Forms](https://policies.tbr.edu/guidelines/personnel-transactions-recommended-forms)