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EAST TENNESSEE STATE  
UNIVERSITY

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## Faculty Appointments and Designations Policy

# **Policy Name: Faculty Appointments and Designations**

## **Policy Purpose**

The policy specifies the types of Faculty at East Tennessee State University and the designations under which Faculty are appointed.

## **Applicability**

This policy is applicable to ETSU faculty, Academic Unit chairs, and deans.

## **Responsible Official, Office, and Interpretation**

The Office of the Provost is responsible for the review and revision of this policy. For questions about this policy, please contact the Office of the Provost. The Provost in conjunction with the Office of University Counsel has the final authority to interpret this policy.

# **Policy Name: Faculty Appointments and Designations**

## **Defined Terms**

*A defined term has a specific meaning within the context of this policy.*

### Academic Unit

Department, center, library, school or unit within Academic Affairs and reporting to the Provost and Senior Vice President for Academics.

### Academic Year Appointment

Appointments from August 15 - May 15.

### Affiliate Faculty

Volunteer faculty who are not on a Regular or Renewable Term appointment and are not eligible for Tenure.

### Appointment

A formal employment agreement between the university and an individual designating that person as a member of the faculty.

### Contract

Employment document used for renewals.

### Designation

Position classification and title given to an individual Faculty member.

### Emeritus/Emerita/Emerit Faculty

Faculty, chairs, deans who have been awarded emeritus status as described in ETSU's [Faculty Emeritus Policy](#).

### Faculty

Members of the personnel of each Academic Unit who carry out one or more of the following primary functions of the university: academic instruction/librarianship;

**Policy Effective Date:** Insert • **Policy Revised:** Insert  
**Procedures Effective Date:** Insert • **Procedures Revised:** Insert

# **Policy Name: Faculty Appointments and Designations**

research, scholarly, and/or creative activities; clinical or professional practice; and service to the Academic Unit, college, university, profession and/or community; clinical or professional practice. Faculty members commit to continue their professional development and active involvement in the primary function(s) of their Appointment.

## **Faculty Activity Evaluation (FAE)**

A yearly assessment prepared by the Faculty Supervisor and approved by the college dean (or designee) that evaluates the Faculty member's performance on the activities proposed in the Faculty Annual Plan (FAP) and reported in the Faculty Activity Report (FAR) during the Fiscal Year or Academic Year appointment. The evaluation addresses the Faculty member's contributions in academic teaching/librarianship, clinical or professional practice; research, scholarly, and/or creative activities; and service to the Academic Unit, college, university, profession and/or community.

## **Faculty Activity Plan (FAP)**

A yearly plan proposed by the Faculty member in consultation with the Faculty Supervisor outlining the Faculty member's intended activities for the Fiscal Year or Academic Year appointment, addressing academic teaching/librarianship, clinical or professional practice; research, scholarly, and/or creative activities; service to the Academic Unit, college, university, profession and/or community. The Faculty Supervisor and dean (or designee) has final approval of the FAP.

## **Faculty Activity Report (FAR)**

A yearly report written by the Faculty member that describes the Faculty member's activities completed during the Fiscal Year or Academic Year appointment, including academic teaching/librarianship; research, scholarly, and/or creative activities; service to the Academic Unit, college, university, profession and/or community.

## **Faculty Supervisors**

Refers to department heads, department chairs, Academic Unit directors, school directors, or any other administrative position officially authorized to direct Faculty activity.

**Policy Effective Date:** **Insert** • **Policy Revised:** **Insert**  
**Procedures Effective Date:** **Insert** • **Procedures Revised:** **Insert**

# **Policy Name: Faculty Appointments and Designations**

## Fiscal Year Appointment

Appointments from July 1 - July 30.

## Less Than Full Time

Any appointment less than 1 Full-Time Equivalent (FTE).

## Memorandum of Understanding

A good faith agreement detailing collaborative financial commitments.

## Non-tenure Eligible

Positions that are not eligible for Tenure.

## Offer Letter

Employment document provided at initial hire. Includes terms of Appointment.

## Probationary Period

A period not to exceed six (6) years as described in ETSU's [Tenure Policy](#).

## Professor of Practice

Practitioners who bring high level skills, expertise, and leadership from private or public sectors. Professor of Practice appointments are primarily aimed at teaching and/or serving as a liaison between an Academic Unit and the relevant professional sectors.

## Rank

Lecturer, Senior Lecturer, Principle Lecturer, Assistant Professor, Associate Professor, Professor.

## Reduction-In-Force

The termination of employment of faculty or staff resulting from a budgetary crisis reflected in a declared state of financial exigency.

**Policy Effective Date:** Insert • **Policy Revised:** Insert  
**Procedures Effective Date:** Insert • **Procedures Revised:** Insert

# **Policy Name: Faculty Appointments and Designations**

## Regular Appointment (Regular)

Appointments are for employees with salaries and benefits budgeted on a recurring basis whether through grant or state funds, who are employed on a continuing basis, and who are eligible for full benefits (pro-rated on percentage of effort).

## Renewable Term Appointment

Renewable Term appointments are for Faculty with salaries and benefits that are budgeted on a recurring basis for a specified period, not to exceed five (5) years and these appointments can be renewed. These positions carry benefits in accordance with the percentage of employment.

## Renewable Term Faculty

Regular, full-time or Less Than Full Time faculty on a Renewable Term appointment who are not eligible for Tenure but are eligible for promotion and Rank.

## Scope of Work

A written document that defines duties, timelines, and performance expectations so to develop a shared understanding of work to be performed.

## Temporary Appointment

Appointments of employees who are initially appointed or expected to serve for less than one year. These appointments can be renewed with approval and subject to applicable state laws. Some temporary employees are eligible for ACA benefits.

## Temporary Faculty

Full-time or Less Than Full Time faculty with a Temporary appointment who may or may not hold rank, depending upon accreditation requirements of the hiring college.

## Tenure

A personnel status in an Academic Unit in which the Academic or Fiscal year appointments of full-time faculty have been awarded Tenure are continued at East Tennessee State University until the expiration of relinquishment of that status, subject

**Policy Effective Date:** **Insert** • **Policy Revised:** **Insert**  
**Procedures Effective Date:** **Insert** • **Procedures Revised:** **Insert**

# **Policy Name: Faculty Appointments and Designations**

to termination for adequate cause, for financial exigency, or for curricular reasons as defined in ETSU's [Tenure Policy](#).

## Tenured Faculty

Regular faculty who have been awarded Tenure by the ETSU Board of Trustees pursuant to the ETSU's [Tenure Policy](#) and [Faculty Ranks and Promotion Policy](#).

## Tenure-track Probationary

Regular faculty appointments who hold an academic rank with a contract that specifically states the appointment is Tenure-track. The probationary period is determined by the [Tenure Policy](#).

## Volunteer

An unpaid worker who volunteers their time to perform a task or service for the university, willingly and without coercion, with no expectation of payment or remuneration as defined in the [Volunteer Approval Policy](#).

# Policy Name: Faculty Appointments and Designations

## Policy

East Tennessee State University is committed to recruiting, retaining, and developing Faculty members who are highly accomplished in their area(s) of Appointment and who are also committed to serving the university, their college, Academic Unit, region, and profession.

At the time of hire, Faculty will receive an Offer Letter that includes a Designation and, if appropriate, a Rank.

The following types of academic faculty Designations, Ranks, and titles may be used at ETSU. Faculty members are normally appointed within a college and department. In certain circumstances, they may be appointed in an Academic Unit reporting to the Provost and Senior Vice President for Academic Affairs or the Vice Provost for Research and Chief Research Officer. All references in this policy to departments also includes programs.

ETSU Faculty, regardless of Designation, Rank, title, appointment term, and funding source, are subject to all ETSU policies.

### 1. Designations for Faculty Appointments.

#### 1.1. Affiliate Faculty.

Volunteer Faculty who are not on a Regular or Renewable Term Appointment and are not eligible for Tenure. Affiliate faculty may hold Rank. Descriptive terms (e.g., Affiliate Associate Professor of Surgery) may or may not be used with the Rank and specified in the Offer Letter. A terminal degree is required, although highly qualified individuals with professional experience may be considered for appointments. The primary function of Affiliate Faculty is teaching or clinical practice/supervision. These appointments may be for the Academic Year or Fiscal Year.

#### 1.2. Renewable Term Faculty.

Faculty who are on a Renewable Term Appointment are not eligible for Tenure but are eligible for promotion. Renewable Term Faculty hold Rank. The primary function of a Renewable Term Faculty falls into one or more of the following areas: teaching/librarianship, research, clinical practice/supervision, and/or professional practice. Percentage effort is guided by ETSU's [Faculty Workload Policy](#), Academic

Policy Effective Date: [Insert](#) • Policy Revised: [Insert](#)  
Procedures Effective Date: [Insert](#) • Procedures Revised: [Insert](#)

# Policy Name: Faculty Appointments and Designations

Unit and college mission, approved by the Faculty Supervisor and the dean, and described in the yearly Faculty Activity Plan, Faculty Activity Report, and Faculty Activity Evaluation. These appointments may be for the Academic Year or Fiscal Year. Renewable Term appointments can be made for a minimum of one (1) year and a maximum of five (5) years, and Contracts can be renewed based on performance reviews and on Academic Unit and/or college need. Such appointments do not include assurance of continued employment at any specified salary or position or employment during summer or winter sessions. Notification for non-renewal will follow ETSU's [Involuntary Separation from Employment Policy](#). Salary for these positions is set by the terms in the Offer Letter and include any adjustments through institutional across-the-board or merit-based raises.

## Types of Renewable Term Faculty:

- 1.2.1. Renewable Term Faculty who hold at least a master's degree or equivalent in an academic field related to the teaching/research specialization have the title of Lecturer, Senior Lecturer, or Principle Lecturer as determined by the requirements in the [ETSU PROMOTION POLICY](#). The initial Rank is specified in the Offer Letter. These appointments are made for a minimum of one (1) year and a maximum of three (3) years, and Contracts can be renewed based on performance reviews and on Academic Unit and/or college need.
- 1.2.2. Renewable Term Faculty who hold a terminal degree or its equivalent in an academic area related to the position's responsibilities or who possess exceptional professional qualifications and are appointed at the Rank of Assistant, Associate, or Professor in accordance with the requirements in the [ETSU Promotion Policy](#) with an optional descriptive term such as Teaching, Research, Clinical, or Professor of Practice (e.g., Teaching Assistant Professor; Clinical Associate Professor; Research Assistant Professor; Professor of Practice). The initial Rank is specified in the Offer Letter. These appointments are made for a minimum of three (3) years and a maximum of five (5) years, and Contracts can be renewed based on performance reviews and on Academic Unit and/or college need.

## 1.3. Temporary Faculty.

Temporary Appointment Faculty may or may not hold Rank, depending upon accreditation requirements of the hiring college. Temporary Faculty are not eligible

Policy Effective Date: [Insert](#) • Policy Revised: [Insert](#)  
Procedures Effective Date: [Insert](#) • Procedures Revised: [Insert](#)

# Policy Name: Faculty Appointments and Designations

for Tenure or promotion. A terminal degree is not required for appointment; however, disciplinary accreditation and/or Academic Unit needs may necessitate a terminal degree or a demonstration of professional experience commensurate with the duties of the appointment.

Descriptive terms may or may not be used (e.g., Visiting Professor, Artist-In-Residence, Adjunct [subject area] Faculty). Temporary Faculty may be funded through normal budget lines or through external funding (i.e., grants and contracts). These positions are hired based on Academic Unit or college needs. Temporary Faculty may be hired to fulfill a specific function with the Academic Unit or college. Temporary employees may be eligible for Affordable Care Act (ACA) benefits, but do not receive university benefits such as paid leave, paid holidays, or Center for Physical Activity (CPA) access. Such appointments do not include assurance of continued employment at any specified salary, or position.

## Types of Temporary Faculty:

### 1.3.1. Adjunct.

Adjunct Faculty members teach based on instructional demand each semester. They may or may not hold rank and are not eligible for Tenure. The exclusive function of adjunct Faculty is teaching. Descriptive terms (e.g., Adjunct Marketing Faculty) may or may not be used. Such appointments do not include assurance of continued employment at any specified salary, position, or employment. Salary is typically determined on a per course/credit hour basis.

The Liaison Committee on Medical Education (LCME) uses a different definition of adjunct. The College of Medicine will use LCME definition.

### 1.3.2. In-Residence.

A category of Temporary, full-time or Less Than Full-time Faculty without a Renewable Term Appointment who do not hold Rank and are not eligible for Tenure. Descriptive terms should be used (e.g., Artist In-Residence, Scientist In-Residence) as specified in the Offer Letter. In-Residence Faculty may be funded through normal budget lines or external funding (e.g., grants or contracts). These positions may fall outside of the traditional semester cycle. The exclusive function of In-Residence Faculty is teaching and/or research/creative activities. Such appointments do not include assurance of continued employment at any specified

Policy Effective Date: **Insert** • Policy Revised: **Insert**  
Procedures Effective Date: **Insert** • Procedures Revised: **Insert**

# Policy Name: Faculty Appointments and Designations

salary, position, or term. Salary for these positions is set by the terms in the Offer Letter.

## 1.3.3. Visiting.

Full-time or Less Than Full-time Faculty with a Temporary or Renewable Term Appointment who may or may not hold Rank and are not eligible for Tenure or promotion. Descriptive terms may or may not be used (e.g., Visiting Professor of Linguistics, Visiting Research Scientist) as specified in the Offer Letter. Visiting Faculty may be funded through normal budget lines or through external funding (i.e., grants or contracts). These positions may fall outside of the traditional semester dates. The typical function of the Visiting Faculty is teaching and/or research/creative activities. Such appointments do not include assurance of continued employment at any specified salary, position, or employment. Salary for these positions is set by the terms in the Offer Letter.

## 1.4. Tenure-track Probationary.

Regular Appointment Faculty holding an academic Rank with a contract that specifically states the appointment is Tenure-track. Tenure-track Probationary Faculty engage in teaching/librarianship, research, service, and clinical or professional practice (for some appointments) with percent effort in each area guided by ETSU's [Faculty Workload Policy](#), the Academic Unit and college mission, and as approved by the Faculty Supervisor and the dean each year on the Faculty Activity Plan, Faculty Activity Report, and Faculty Activity Evaluation. These appointments can be made for the Academic Year or the Fiscal Year. A terminal degree is required, although highly qualified individuals with relevant professional experience may be considered for Tenure-track Probationary appointments with the approval of the Provost and President. Faculty have a Probationary Period prior to consideration for Tenure as outlined in ETSU's [Tenure Policy](#) and [Faculty Ranks and Promotion Policy](#). Tenure-track Probationary appointments do not include the right to permanent continuous employment and shall be subject to annual renewal by the institution. Such appointments do not include assurance of continued employment at any specified salary, position, or employment during summer or winter sessions Salary for these positions is set by the terms in the Offer Letter and include any adjustments through institutional across-the-board or merit-based raises.

Policy Effective Date: [Insert](#) • Policy Revised: [Insert](#)  
Procedures Effective Date: [Insert](#) • Procedures Revised: [Insert](#)

# Policy Name: Faculty Appointments and Designations

## 1.5. Tenured Faculty.

Regular Appointment Faculty who have been who have been awarded Tenure by the ETSU Board of Trustees pursuant to the ETSU's [Tenure Policy](#) and [Faculty Ranks and Promotion Policy](#). Tenured Faculty engage in teaching/librarianship, research, service, and clinical or professional practice (for some appointments) with percent effort in each area guided by ETSU's [Faculty Workload Policy](#), Academic Unit and college mission, and as approved by the Faculty Supervisor and the dean. These appointments can be made for the Academic Year or the Fiscal Year. Tenured appointments include the continued assurance of the appointment for an indefinite period, subject to relinquishment, termination of Tenure, curricular reasons, continued availability of funding, financial exigency, or adequate cause. For Faculty on Academic Year appointments, such appointments do not include assurance of continued employment at any specified salary, position, or employment during summer or winter sessions. Salary for these positions is set by the terms in the Offer Letter and include any adjustments through institutional across-the-board or merit-based raises.

## 2. Criteria for Initial Rank for Renewable Term, Tenure-Track Probationary, and Tenured Faculty.

In the Offer Letter, Renewable Term, Tenure-Track Probationary and Tenured Faculty will be given an initial employment Rank. To determine the initial Rank, Academic Units will follow the general criteria for the appointment or promotion to the Rank of Lecturer, Senior Lecturer, Principle Lecturer, Assistant Professor, Associate Professor, and Professor by a Faculty member who has an eligible appointment of either Renewable Term, Tenure-track Probationary, or is Tenured as described below.

### 2.1. Lecturer.

Faculty members who are hired at the Rank of Lecturer primarily focus on teaching, contributing substantially to the mission of their Academic Unit. They must provide documented evidence of the potential of high-quality professional productivity in teaching and, if required, a willingness to serve the university, college, Academic Unit, and profession in ways that are consistent with the goals of the university and of the Academic Unit to which the Faculty member belongs. Research, scholarship, creative activities, or clinical practice are not required. A master's degree, acceptable to the field, or substantial professional experience consistent with accreditation standards

Policy Effective Date: [Insert](#) • Policy Revised: [Insert](#)  
Procedures Effective Date: [Insert](#) • Procedures Revised: [Insert](#)

# Policy Name: Faculty Appointments and Designations

as allowed by ETSU's [Certification of SACSCOC Faculty Qualifications Policy](#) is required. Lecturers are not eligible for Tenure and may apply for promotion pursuant to the timelines established by the Office of the Provost.

## 2.2. Senior Lecturer.

Faculty members who are hired at the Rank of Senior Lecturer primarily focus on teaching, contributing substantially to the mission of their Academic Unit. They must provide documented evidence of high-quality professional productivity in teaching and, if required, a willingness to serve the university, college, Academic Unit, and profession in ways that are consistent with the goals of the university and of the Academic Unit to which the Faculty member belongs. Research, scholarship, creative activities, or clinical practice are not required. A master's degree, acceptable to the field, or substantial professional experience consistent with accreditation standards as allowed by ETSU's [Certification of SACSCOC Faculty Qualifications Policy](#) is required. Senior Lecturers are not eligible for Tenure and may apply for promotion pursuant to the timelines established by the Office of the Provost.

They must provide evidence that they meet or exceed the criteria established in ETSU's [Renewable Term Promotion Policy](#). Senior Lecturers may apply for promotion pursuant to the timelines established by the Office of the Provost.

## 2.3. Principle Lecturer.

Faculty members who are hired at the Rank of Principle Lecturer primarily focus on teaching, contributing substantially to the mission of their Academic Unit. They must provide documented evidence of high-quality professional productivity in teaching and, if required, a willingness to serve the university, college, Academic Unit, and profession in ways that are consistent with the goals of the university and of the Academic Unit to which the Faculty member belongs. Research, scholarship, creative activities, or clinical practice are not required. A master's degree, acceptable to the field, or substantial professional experience consistent with accreditation standards as allowed by ETSU's [Certification of SACSCOC Faculty Qualifications Policy](#) is required. Principle Lecturers are not eligible for Tenure and may apply for promotion pursuant to the timelines established by the Office of the Provost.

To be a Principle Lecturer, the Faculty member must provide evidence that they meet and/or exceed the criteria established in ETSU's [Renewable Term Promotion Policy](#). Principle Lecturers may apply for promotion pursuant to the timelines established by the Office of the Provost.

Policy Effective Date: [Insert](#) • Policy Revised: [Insert](#)  
Procedures Effective Date: [Insert](#) • Procedures Revised: [Insert](#)

# Policy Name: Faculty Appointments and Designations

## 2.4. Assistant Professor.

Faculty members who are hired at the Rank of Assistant Professor must provide documented evidence of the potential of high-quality professional productivity in teaching and/or research, scholarly, or creative activities, and/or clinical or professional practice, and willingness to serve the university, college, Academic Unit, and profession in ways that are consistent with the goals of the university and of the Academic Unit to which the Faculty member belongs. They must hold a terminal degree or the highest degree appropriate to the field or, where appropriate, the equivalent based on professional experience consistent with accreditation standards as allowed by ETSU's [Certification of SACSCOC Faculty Qualifications Policy](#). Assistant Professors eligible for Tenure must apply for Tenure and may apply for promotion pursuant to the timelines established in the Tenure and [Faculty Ranks and Promotion Policy](#).

## 2.5. Associate Professor.

Faculty members hired at the Rank of Associate Professor must hold a terminal degree or the highest degree appropriate to the field or, where appropriate, the equivalent based on professional experience consistent with accreditation standards as allowed by ETSU's [Certification of SACSCOC Faculty Qualifications Policy](#). They must provide evidence that they meet or exceed the criteria established in ETSU's [Promotion Policy](#) for the Rank for Associate Professor. Associate Professors hired without and eligible for Tenure must apply for Tenure and may apply for promotion pursuant to the timelines established in the [Tenure Policy](#) and [Faculty Ranks and Promotion Policy](#).

Faculty who hold the Rank of Associate Professor are expected to maintain professional productivity in teaching/librarianship and/or research, scholarly, or creative activities and service to the university, college, Academic Unit, and profession commensurate with the Faculty Activity Plan, Faculty Activity Report, and Faculty Activity Evaluation.

## 2.6. Professor.

Faculty members hired at the Rank of Professor must hold a terminal degree or the highest degree appropriate to the field or, where appropriate, the equivalent based on professional experience consistent with accreditation standards as allowed by ETSU's [Certification of SACSCOC Faculty Qualifications Policy](#). They must provide evidence that they meet or exceed the criteria established in ETSU's [Faculty Ranks and Promotion Policy](#) for the Rank for Professor. Professors eligible for and hired without

Policy Effective Date: [Insert](#) • Policy Revised: [Insert](#)  
Procedures Effective Date: [Insert](#) • Procedures Revised: [Insert](#)

# Policy Name: Faculty Appointments and Designations

Tenure must apply for Tenure pursuant to the timeline established by the Office of the Provost.

Faculty who hold the Rank of Professor are expected to maintain professional productivity in teaching/librarianship and/or research, scholarly, or creative activities and service to the university, college, Academic Unit, and profession commensurate with the Faculty Activity Plan, Faculty Activity Report, and Faculty Activity Evaluation.

## 3. Appointments.

Faculty are members of the academic community who are either classified as employees of ETSU or volunteers. Faculty appointments are made in a department, or in its absence, a research unit/center, school, college, or ETSU Libraries, through which a Faculty member has a primary academic affiliation. The Faculty Supervisor makes recommendations for appointment, promotion, Tenure, termination, and other actions concerning a Faculty member, including annual review are initiated. The dean (or designee) or unit leader or Faculty who hold an appointment in a unit other than a department is directly responsible for making recommendations for appointment, promotion, termination, and other actions concerning the Faculty of the unit. Faculty are appointed based on the definitions in this policy and budgeted line, except for those positions that may be externally funded.

### 3.1. Tenure-Track Probationary and Tenured Appointments.

Offers for Tenure-track Probationary or Tenured positions will occur after a hiring search has been completed following ETSU's [Policy for Advertising and Hiring Employees](#). The Offer Letter will have an employment start date that serves as the point when the Probationary Period begins. When a Faculty member transitions from a non-Tenured appointment to a Tenure-Track appointment, the Faculty member's appointment date is reset for the purposes of Tenure to align with the move to the Tenure-Track appointment, unless otherwise restricted in the Offer Letter. Offer Letters issued after the effective date of this policy for any Non-tenure Eligible faculty appointment cannot include a provision of "convertible to Tenure-track or Tenured appointment."

### 3.2. Non-tenure Eligible Faculty Appointments.

The search process for Non-tenure Eligible appointments is governed by ETSU's [Policy for Advertising and Hiring Employees](#). The appointment may be conferred on a/an Affiliate, Renewable Term Faculty, or Temporary Faculty appointment. The

Policy Effective Date: **Insert** • Policy Revised: **Insert**  
Procedures Effective Date: **Insert** • Procedures Revised: **Insert**

# Policy Name: Faculty Appointments and Designations

Faculty member's responsibilities have an expectation that may focus on teaching/librarianship, research, clinical practice/supervision, professional practice, and/or service. Non-tenure Eligible full-time Faculty may serve on college, Academic Unit, and university committees.

Some Non-Tenure Eligible Faculty are permitted for appointment and promotion in Rank as defined in the position type. Consideration of Rank must align with procedures set forth within this policy as well as the university's [Faculty Ranks and Promotion Policy](#).

## 4. Faculty in Administrative/Executive Appointments.

Individuals who hold Academic Unit chair, school director, assistant, or associate dean positions and who are in budgeted Faculty lines are classified as Faculty and maintain full Faculty rights and responsibilities in shared governance.

Individuals 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.

## 5. Faculty Appointments in More than One Academic Unit.

Faculty may hold an appointment in more than one Academic Unit (e.g., a research center and an Academic Unit; within Academic Unit A and Academic Unit B). Each unit will recommend a joint appointment. Joint appointments require a Memorandum of Understanding that determine the distribution of costs and revenue along with a Scope of Work that clearly outlined roles, responsibilities, workload, evaluation criteria and review.

## 6. Voting Eligibility.

Renewable Term, Tenure-track Probationary, and Tenured Faculty have voting rights within their Academic Unit and college as outlined in Academic Unit and college Bylaws. Other Faculty may or may not have voting rights within an Academic Unit or college as specified in the College and/or Academic Unit bylaws. Eligibility for voting on Tenure and/or promotion will be governed by the [Tenure Policy](#) and [Faculty Ranks and Promotion Policy](#).

Policy Effective Date: **Insert** • Policy Revised: **Insert**  
Procedures Effective Date: **Insert** • Procedures Revised: **Insert**

# **Policy Name: Faculty Appointments and Designations**

## **7. Graduate Faculty.**

Faculty who teach graduate courses, and/or supervise graduate students, and/or serve on graduate capstone, thesis, or dissertation committees must be approved as members of ETSU's Graduate Faculty pursuant to the [requirements and timeline](#) adopted by Graduate Council.

## **8. Emerit Faculty.**

Faculty who retire from ETSU may be eligible for Emerita/Emeritus/Emerit status pursuant to ETSU's [Emeritus Policy for Faculty, Chairs, and Deans](#).

## **9. University School Faculty.**

University School Faculty have a unique role as both members of the ETSU faculty and members of a Local Educational Agency. Faculty appointments to ETSU's University School will follow applicable state law and University School policies.

## **10. Accommodations for Less Than Full-Time Status.**

In some circumstances, Colleges may need to hire new Regular Appointment Faculty to be Less than Full-time Status or change existing Regular Appointment faculty to be Less Than Full-time. The Dean makes a written recommendation with justification to the Provost. The Provost reviews and approves or not approve these accommodations. The decision of the Provost is final.

Voting rights for Less Than Full-time Faculty will be determined by Academic Unit and/or college bylaws.

## **11. Termination of Faculty Employment.**

ETSU's [Tenure Policy](#) outlines several reasons that may warrant the termination of Faculty employment.

## **12. Financial Exigency.**

If financial exigency is declared, the President has authority to determine Reduction-in-force as described in the [Financial Exigency Policy](#).

## **13. Accommodations.**

The Provost (or designee) has authority to make accommodations to the policy under exceptional circumstances.

**Policy Effective Date:** Insert • **Policy Revised:** Insert  
**Procedures Effective Date:** Insert • **Procedures Revised:** Insert

# **Policy Name: Faculty Appointments and Designations**

## **Procedures**

N/A

## **Applicable Forms and Websites**

[Certification of SACSCOC Faculty Qualifications Policy](#)

[Emeritus Policy for Faculty, Chairs, and Deans](#)

[Faculty Ranks and Promotion Policy](#)

[Tenure Policy](#)

## **Authority and Revisions**

**Authority:** TCA § 49-8-203, et seq.

**Previous Policy:** Definitions of Faculty and Types of Appointments

The ETSU Board of Trustees is charged with policy making pursuant to TCA § 49-8-203, et seq. On March 24, 2017, the Board delegated its authority to ETSU's President to establish certain policies and procedures for educational program and other operations of the University, including this policy. The delegation of authority and required process for revision to this policy can be found on the [Policy Development and Rule Making Policy webpage](#).

To suggest a revision to this policy, please contact the responsible official indicated in this policy. Before a substantive change to the policy section may take effect, the requested changes must be: (1) approved by the responsible office; (2) reviewed by the Office of University Counsel for legal sufficiency; (3) posted for public comment; (4) approved by either Academic Council or University Council; and (5) approved by ETSU's President.

**Policy Effective Date:** Insert • **Policy Revised:** Insert  
**Procedures Effective Date:** Insert • **Procedures Revised:** Insert