

POLICY NO: \_\_\_\_\_

DATED: \_\_\_\_\_

SUPERSEDES POLICY NO: II:01:05D

DATED: August 1, 1999

SUBJECT: FACULTY APPOINTMENTS

Two broad categories of faculty appointments can be made at Middle Tennessee State University: 1) tenure/tenure track appointments; and 2) non-tenurable (special purpose) appointments. While recognizing that academic tenure protects academic freedom, the university also recognizes special needs and circumstances in which non-tenurable faculty appointments can be justified. As a guiding principle, Middle Tennessee State University will use non-tenurable positions only for a specific well-defined purpose for a term appropriate to that purpose. The following constitute the types of faculty appointments that can be made at Middle Tennessee State University including temporary, tenure-track, tenure, clinical-track, research-track, instructional coordinator, and visiting distinguished professor appointments.

I. Tenure and Tenure-Track Faculty Appointments

The minimum rank criteria for appointment in Tenure and Tenure-Track appointments are outlined in MTSU Policies and Procedures for Promotion (II:01:05B).

- A. Tenure-track Appointments are appointments for regular full-time faculty with academic rank, and may be for the academic or fiscal year. Tenure-track appointments are for faculty who are employed in a probationary period of employment prior to consideration for tenure. 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 university. Moreover, such appointments do not include assurance of continued employment at any specified salary or position or employment during summer sessions or intercessions.
- B. Tenure Appointments are appointments of full-time faculty who have been awarded tenure by the Board pursuant to the provisions of this policy. 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. Such appointments do not include assurance of continued employment at any specified salary, position or employment during summer sessions or inter-sessions.

II. Non-tenurable Faculty Appointments

The minimum rank criteria for appointment in non-tenurable faculty appointments are outlined in MTSU Policies and Procedures for Non-Tenurable Faculty (***\*New policy to be developed, needs number***)

- A. 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. 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. 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. Appointments of faculty members supported by more than fifty percent (50%) grant fund, or other soft money sources, may be approved by the university president for periods in excess of three years. Other extensions of temporary appointments for periods in excess of three (3) years require the approval of the Chancellor.

- B. Clinical-track Appointments (a) are full-time faculty appointments, (b) are non-tenurable appointments for fixed terms not to exceed five years, and (c) are renewable. 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. 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. Clinical-track appointments will not be converted to tenure-track during the fixed term. However, faculty serving in these appointments may apply for available tenure-track positions. At the discretion of the president, a maximum of three years served in the Clinical-track appointment may be credited towards the individual's probationary status at the time of initial appointment.
- C. Research-track Appointments (a) are full-time faculty appointments, (b) are non-tenurable for fixed terms not to exceed five years, and (c) are renewable. 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 appropriated funds or funding from grants or contracts, or other sources. Research-track appointments will not be converted to tenure-track during the fixed term. However, faculty serving in these appointments may apply for available tenure-track positions. At the discretion of the president, a maximum of three years served in the Research-track appointment may be credited towards the individual's probationary status at the time of initial appointment.
- D. **Instructional Coordinator Appointments (a) are full-time faculty appointments, (b) are non-tenurable for fixed terms not to exceed five years, and (c) are renewable.** Coordinators provide administrative services and teach within the academic departments. Coordinators devote a preponderance of their time to faculty responsibilities including, but not limited to teaching, advising, and student mentoring. Coordinators must also have responsibility for administering special academic projects, systems support, and other administrative services.
- E. Visiting Distinguished Professor Appointments are non-tenurable, renewable appointments for fixed terms, generally for one year but they may be made from one to three years, which appointments may be terminated according to the terms of the contract of employment or appointment. Visiting Distinguished Professor Appointments should be used only for appointment of very distinguished scientists, humanists, performing artists and the like who meet one or more of the following criteria: 1) a distinguished teaching and scholarly career generally recognized within the academy as making a substantial contribution to a field or discipline; 2) an exemplary career in the public or private sector; 3) life experiences that are generally recognized as truly extraordinary; and/or 4) academic and scholarly credentials that customarily would be equal to or exceed those of full professors at the university. Extension of Visiting Distinguishing Professor Appointments for periods in excess of three (3) years requires the approval of the Chancellor.