

II:01:07 FACULTY APPOINTMENTS

The following faculty appointments may be made at Volunteer State Community College: temporary, term, tenure-track, and tenure appointments.

I. TYPES OF APPOINTMENTS

A. Temporary Appointments are non-tenurable appointments for a specific purpose for a time appropriate to that purpose or for an unspecified period. Temporary appointments may be terminated according to the terms of the contract of employment or appointment. Temporary appointments should ordinarily only be used to replace regular faculty on leave of absence, to employ faculty 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 a permanent and continued need for the position has not been established, provided that such appointments normally should not exceed three academic years. Faculty in temporary appointments are appointed in rank but are not eligible for promotion in rank. Temporary appointments may not be converted to term, tenure-track, or tenure appointments.

Appointments of faculty members supported more than 50% by grant funds, or other soft money sources, may be approved by the President of the College for periods in excess of three academic years.

Temporary instructional faculty at instructor rank may be appointed to a three-year contract. Such a contract may be renewed after any satisfactory performance review.

Other extensions of temporary appointments for periods in excess of three academic years require the approval of the Chancellor.

B. Term Appointments are non-tenurable appointments in a traditional rank (e.g., instructor, assistant professor) for a fixed period of no more than one year that may be renewed with no presumed maximum number of reappointments. Faculty in term appointments are eligible for promotion.

C. Tenure-track Appointments are appointments for 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 preliminary 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 College.

A tenure-track appointment may not be converted to a term appointment as a means for continuing employment of tenure-track faculty when a negative tenure decision has been made.

- D. Tenure Appointments** are appointments of full-time faculty who have been awarded tenure by the Board pursuant to the provisions of this policy. Tenure appointments include the assurance of continued employment for the academic or fiscal year for an indefinite period, subject to expiration, relinquishment, or termination of tenure as provided in TBR policy. Such appointments do not include assurance of continued employment at any specified salary or position or employment during summer sessions or inter-sessions.

II. CONVERSION OF APPOINTMENTS

- A.** A temporary appointment may not be converted to a tenure-track appointment.
- B.** The conversion of a term appointment to a tenure-track appointment is allowed. The holder of the term appointment converted to a tenure-track appointment may be awarded up to three years credit for prior service in residence. The Vice President of Academic Affairs will recommend to the President on an annual basis faculty members who are eligible for conversion of appointments from term to tenure-track based upon time in term appointment, the percentage of tenure/tenure-track appointments to term appointments within the faculty member's division, projection of long term staffing needs, appropriate academic qualifications, and annual performance reviews. Upon approval by the President, faculty members who have been approved as eligible for conversion of appointments will be notified by the Vice President of Academic Affairs. The faculty member must notify the Vice President of Academic Affairs in writing of his or her intent to stay on the term appointment or to convert the term appointment to a tenure-track appointment. Any award of prior service toward a tenure-track appointment will be made by the President and will be included in the contract for tenure-track appointment.

TBR Source: TBR Meeting, April 2, 2004; June 20, 2014.

VSCC Source: June 1, 2004, President; June 27, 2007, President; September 11, 2008, President (reviewed); January 12, 2015, President's Cabinet.