

05-01-21 Definition of Faculty Policy

PURPOSE

The purpose of this policy is to define the term "faculty" for Nashville State Community College (College) policies which do not otherwise define that term and to relate faculty status and academic rank. This policy has been developed consistent with the requirements of TBR Policy 5.02.01.00 and related policies.

DEFINITIONS

Definitions are contained in the body of this policy.

POLICY

I. Faculty Definitions

- A. The term "**faculty**" shall be limited to regular, full-time personnel at the College whose regular assignments include academic instruction, research and/or public service as a principal activity in for credit academic programs and who hold academic rank as professor, associate professor, assistant professor or instructor.
 1. The term "**regular, full-time personnel**" as used in the definition of "faculty" is limited to those persons whose appointments are for a complete academic or fiscal year.
 2. The term "**principal activity**" as used in the above definition shall mean that the person's regular assignment in the areas of instruction, research and/or public service must be at least fifty percent (50%) of the total assigned duties.
 3. The terms "**instruction**," "**research**," and "**public service**" shall be limited to those academic activities properly assignable to the College's current funds expenditures accounts designated as "Instruction," "Research," "Public Service," and "Academic Support." The terms exclude those activities properly assigned to accounts for "Student Services" (with the exception of remedial instruction which, at the discretion of the College, may be treated as regular "instruction"), "Institutional Support," "Operation and Maintenance of Plan," etc.*
 4. The term "**faculty**" shall not, for the purposes of this policy, include "adjunct faculty," part-time teachers, post-doctoral fellows, visiting lecturers, and graduate assistants. "**Adjunct faculty**" is defined as professional staff members of businesses, industries and other agencies and organizations who

are appointed by institutions on a part-time basis to carry out instructional, research or public service functions.

5. The term “**faculty**” shall not, for the purpose of this policy, include regular, full-time personnel whose primary job activity is to provide training in non-credit programs. The term “**primary activity**” shall mean fifty percent (50%) or more of a position’s job duties.
 - B. If not otherwise included within the above definition of "faculty," the term "faculty" may include, provided they hold academic rank, academic department or division chairpersons. In addition, the term "faculty" may include persons previously designated as members of the faculty who are assigned to other positions at the institution.
 - C. Academic rank is an element of faculty status and shall be limited to "faculty" within the above definition. Academic rank may only be assigned to faculty who meet the minimum rank criteria under Nashville State Policy 02-07-00 and TBR Policy 5.02.02.30, and those policies shall control any promotion in rank.
 - D. Exceptions to this policy can be made upon recommendation from the President to the Chancellor and with the Chancellor’s approval.

**Reference: College and University Business Administration, Chapters 5:2 and 5:6 (NACUBO, 1974)*

SOURCES

- Authority: [T.C.A. § 49-8-203 Powers and Duties](#)
- History: TBR Meetings, March 3, 1978; September 30, 1983; Board Meeting June 20, 2014.

Approved by NSCC Cabinet 11/25/24