

Employment Classification	
Academic Personnel	
Tenured	FT faculty- awarded Tenure by Board
Tenure-Track	Regular FT, with academic rank (phd)-probation- annual review
Clinical-Track	FT- non-tenurable (fixed term) convertible to tenure-track-if noted (must be done w/in 3 years, can count towards probationary period)
Convert/Non-convert Clinical	indicates potential to be convertible- if not converted, reverts to non-convertible
Research-Track	FT-non-tenurable (fixed term), renewable, permit promotion in rank, permit conversion to tenure track (w/in 3 yrs)
Convert/Non-convert Research	indicates potential to be convertible- if not converted, reverts to non-convertible
Lecturer	FT- non-tenurable, renewable, permit promotion in rank- undergrad instructor
Coordinator	non-tenurable, renewable (fixed terms), teach & admin role
Graduate Faculty	by appointment (special guidelines)
Emeritus/Emerita	Retired- granted rights & privileges - must have served 10+ yrs, rank of Professor, Associate Professor, or Assistant Professor, award decided by vote
Compensated Adjunct Faculty	On-demand, compensated per credit hour; Not eligible for State Benefits- ACA eligible
Temp	specific purpose, no more than 1 yr w/o 2 week break
Executive/Support Staff Personnel	
Administrative	Includes Executives, Professional Faculty positions, and Professional Non-faculty- all meet FLSA exempt requirements-Regular Employee-Receives State Benefits (if FTE <1.0, benefits are prorated)
Administrative- Non-Exempt	Includes Professional Non-Faculty positions- do NOT meet FLSA exempt requirements, paid hourly rate-OT eligible Regular Employee- Receives State Benefits (if FTE <1.0, benefits are prorated)
Clerical	Includes support, technical, maintenance, general operations-do NOT meet FLSA exempt requirements, paid hourly rate-OT eligible Regular Employee-Receives State Benefits (if FTE <1.0, benefits are prorated)
Temp FT	Specific purpose, no more than 1 year, works 30+ hours per week, Temporary Employee- Not eligible for State Benefits- ACA eligible
Temp PT	Specific purpose, no more than 1 year, works <30 hours per week, Temporary Employee- Not eligible for State Benefits- NOT ACA eligible
OTHER	
Uncompensated Adjunct Faculty	Per Recommendation by faculty, honorary title, VOLUNTEER- NO ETSU SYSTEM ACCESS NEEDED
Graduate Assistants	Graduate students-PT paid position with educational/experience gaining benefit, special conditions contracts- paid with a per semester stipend STUDENT WORKER- Not eligible for State Benefits
Undergraduate Student Workers	Includes FWS, RWS, APS and Research Discovery- students paid either through scholarship or Financial Aid, restricted hours- STUDENT WORKER- Not eligible for State Benefits