

College of Health and Human Performance Instructional Faculty Multi-Year Appointments

In recognition of the significant and positive impact instructional faculty have on the success of our educational mission, the College of Health and Human Performance will offer multi-year contracts to instructional faculty who have been promoted to the Associate/Senior and Full/Master levels:

1. With successful promotion to Instructional Associate Professors/Senior Lecturers, faculty may be offered three (3) year contracts.
2. With successful promotion to Instructional Full Professors/Master Lecturers, faculty may be offered five (5) year contracts.

This is aligned with the Collective Bargaining Agreement (CBA) guidelines regarding Multi-Year Appointments, Article 12. The appointments are renewable with successive multi-year terms based on current rank. If a faculty member at the Associate/Senior level pursues promotion to the Full/Master level, the current contract will remain in place until successful promotion is achieved, at which point, a five (5) year contract may be offered. The faculty member shall be advised in the penultimate year of the appointment that to be considered for a successive multi-year appointment, the faculty member must submit a written request to the department chair. Prior to making a recommendation on the request, the chair shall consult with the faculty members in the department and shall make the faculty's views known to the dean. The Letter of Appointment will contain all elements as described in the CBA Article 12.3.

Criteria include the promotion status as described above, as well as continued satisfactory performance based on the annual evaluations within the faculty member's home department. If an unsatisfactory performance review occurs, the faculty member will be required to work with their Chair and the Office of Faculty and Staff Affairs to create a Performance Improvement Plan (P.I.P.), which will be used in the subsequent academic year. With successful achievement of the P.I.P. goals, the multi-year contract will be re-instated for the duration of the contract terms. If these goals are not achieved, and the faculty member receives a second, successive unsatisfactory evaluation, the faculty member will lose the multi-year contract, and may be subjected to a notice of non-renewal as described in the CBA, Article 13. In addition, the faculty member may be terminated for just cause or layoff as described in the CBA.

The following flowchart depicts the eligibility and criteria for multi-year contracts for instructional faculty:

Decision Tree for Multi-Year Contracts to HHP Instructional Faculty

