

# Policy Manual



<b>Title: Appointment and Contract Type of Faculty</b>	<b>Number:</b> 6Hx2-3.50
<b>Legal Authority: 6A-14.0411</b>	<b>Page:</b> 1 of 1

## GENERAL STATEMENT

This policy governs the issuance of continuing contracts and other employment contracts for employees serving in a full-time faculty capacity as determined by the college. Faculty members hired for an original appointment shall receive an annual contract. The contract shall specify whether or not the faculty member is eligible for continuing contract. Established position filled as a result of a competitive hiring process shall be eligible for continuing contract. Temporary positions are not eligible for Continuing Contract.

## THE POLICY and THE STUDENT

Faculty on continuing contract will participate in college governance and student success initiatives.

## THE POLICY and THE FACULTY AND STAFF.

Faculty who are hired as a result of a competitive hiring process will be eligible for continuing contract if they meet the established criteria. Temporary faculty positions will be annual and no longer than two years.

## IMPLEMENTATION and OVERSIGHT

Faculty eligible for continuing contract will have their annual contract renewed by the Board upon the recommendation of the President no later than April 1<sup>st</sup> proceeding the academic year for which the contract is to be effective. The Office of Human Resources will assure that faculty on annual contracts are either renewed or not.

## DEFINITIONS

Continuing contract entitles the faculty member to continue employment in the full-time faculty position at the College without annual nomination or reappointment. Faculty on continuing contract shall be reviewed by the immediate supervisor and shall submit a post-award professional portfolio every five years to be evaluated by the immediate supervisor and the dean for the purpose of demonstrating continued achievement of standards set at the initial award of continuing contract and for demonstrating continual growth and development.

An Annual Contract provides no further contractual obligation to the faculty member at the expiration of an annual contract. The reasons for non-renewal of an annual contract will not be stated.

**History:** *Adopted July 9, 2013*

**Approved by the  
Board of Trustees**

**Date:**  
07/09/2013

**President's Signature**

**Date:**  
07/09/2013