

PROPOSED LANGUAGE FOR 5:060 RE FACULTY CONTRACTS

All e-dossiers must include the Notice of Tenure-Track Appointment and Agreement of Employment, **that is, your contract**, which includes special conditions that govern your employment such as years of prior service toward tenure and your **starting** salary. You may cover up the salary figure before you scan this document to upload to your e-dossier.

Note: The Notice of Tenure-Track Appointment and Agreement of Employment is a legal document that, along with applicable TBR and University policies, governs the faculty member's employment and relationship with the University.

Interpretations of a faculty member's contract that contravene or deviate from what is explicitly stated (such as years toward tenure, requirements for promotion, and conditions governing employment etc.) are not permitted. For example, a departmental review committee cannot require a faculty member hired at the rank of Instructor to complete a doctoral degree or a terminal degree to attain tenure or be retained if the terms of the faculty member's contract do not specifically state that the faculty member is required to complete the aforementioned degree in order to be tenured or retained.

If any questions arise regarding a faculty member's contract, all interested parties shall consult with the Vice President for Legal Affairs and Strategic Planning for clarification and with the Provost. While alterations of a contract are extremely rare, any proposed re-negotiations of the terms of a faculty member's contract must be part of a mutual decision between a faculty member and his/her department and must have the express written approval of the President.

Current Recommendations. Your e-dossier should contain reports from departmental and college committees, the Dean, the Provost, and the President. All appeals shall be included within the faculty member's Current Recommendations under the level of the decision being appealed. These current recommendations will include the following items: