

[12/9/09]

The enclosed message from Dean Gil is being sent to all department and curriculum chairs in the College, with an information copy to administrative managers.

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Dear Colleagues,

I am writing to clarify our November 20 e-mail communication concerning fiscal year 2009-2010 guidelines for fixed-term faculty appointments and reappointments, and to make this revision: Current fixed-term faculty facing the end of their contract period may be reappointed for 1 to 3 years (if supported by state funds) or 1 to 5 years (if supported by non-state funds).

The College remains committed to the principle of multi-year fixed-term appointments. We are in the midst of creating policies that will define career paths for such positions. At the same time, budget constraints into the foreseeable future oblige us to issue these guidelines to provide unit chairs the flexibility they need to address expected shortfalls in funding. Please review your proposed plans for upcoming fixed-term faculty reappointments with your senior associate dean.

Enclosed are the 2009-2010 guidelines, including the revision concerning fixed-term faculty reappointments. We recognize that these guidelines may not adequately fit all cases. As always, we recommend that you discuss any individual concerns or questions with your senior associate dean.

Regards,
Karen

College of Arts and Sciences			
Fixed Term Faculty Appointment Term Guidelines			
FY 2009-2010			
Action	Rank	Funding Source	Appt. Length
New Employment	Lecturer	State instructional budget	1 year
New Employment	Lecturer	Permanent State (Dean's Office allocation)	1-3 years
Reappointment	Lecturer Adj. , Clin., Res. Asst., Assoc. or Full Professor	All State funds	1-3 years
New Employment/ Reappointment	Lecturer Adj. , Clin., Res. Asst., Assoc. or Full Professor	Other than State funds (e.g., grants)	1-5 years
New Employment/ Reappointment	Senior Lecturer	All sources	1-5 years

These guidelines do not supersede the terms of appointment contracted for current fixed-term faculty.