

CONTRACT CONDITIONS FY18

TERMS OF CONTRACT SPECIAL CONTRACT CONDITIONS

- A Although you have had three or more years of prior full-time service as an assistant professor or above in other institutions of higher education, by acceptance of this contract you agree to a maximum probationary period of three years at Texas State, beginning September 1, 2017. Your advancement to tenure will be reviewed no later than the 2019-2020 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2019-2020 academic year, the subsequent contract will be the final contract.
- B Since you have been credited with two years of prior full-time service as an assistant professor or above in other institutions of higher education, by acceptance of this contract you agree to a maximum probationary period of four years at Texas State, beginning September 1, 2017. Your advancement to tenure will be reviewed no later than the 2020-2021 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2020-2021 academic year, the subsequent contract will be the final contract.
- C Since you have been credited with one year of prior full-time service as an assistant professor or above in other institutions of higher education, by acceptance of this contract you agree to a maximum probationary period of five years at Texas State beginning September 1, 2017. Your advancement to tenure will be reviewed no later than the 2021-2022 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2021-2022 academic year, the subsequent contract will be the final contract.
- D Since you have been credited with no prior full-time service in an institution of higher education, by acceptance of this contract you agree to a maximum probationary period of six years at Texas State, beginning September 1, 2017. Your advancement to tenure will be reviewed no later than the 2022-2023 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2022-2023 academic year, the subsequent contract will be the final contract.

SENIOR LECTURERS, CLINICAL AND RESEARCH FACULTY**

- E Year One: This contract represents the first year of a five-year term. Eligibility for annual reappointment is contingent upon satisfactory annual performance evaluations during the term period, in addition to continuity of funding and departmental need.
- F Year Two: This contract represents the second year of a five-year term. Eligibility for annual reappointment is contingent upon satisfactory annual performance evaluations during the term period, in addition to continuity of funding and departmental need.
- G Year Three: This contract represents the third year of a five-year term. Eligibility for annual reappointment is contingent upon satisfactory annual performance evaluations during the term period, in addition to continuity of funding and departmental need.
- H Year Four: This represents the fourth year of a five-year term. Eligibility for annual reappointment is contingent upon satisfactory annual performance evaluations during the term period, in addition to continuity of funding and departmental need.
- I Year Five: This represents the fifth and final year of a five-year term. Eligibility for annual reappointment is contingent upon satisfactory annual performance evaluations during the term period, in addition to continuity of funding and departmental need.

**** Senior lecturer, clinical and research appointments may vary in length from one to five years, though the standard term for most ranks is five years.**

- J For tenure-track faculty who do not hold the terminal degree at the time of hire: If the _____ degree is not completed prior to 07/01/18, you will be issued a terminal contract.
- K English Language Clause:
In accordance with a requirement of Texas law, Texas State has created a special assessment procedure and a program to ensure that all courses (with the exception of foreign languages) will be clearly taught in the English language. As a condition of your employment, you must be assessed, and you may be required to complete this program satisfactorily.
- L By mutual agreement, your previous full-time teaching experience at another institution will not be credited toward your probationary period at Texas State.

M One year/semester only. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.

N Voluntary Modification of Employment

O For Chair/Director Appointments (to be completed by Faculty Records)
Your appointment as _____ is based on an annual faculty salary of \$_____ and a monthly stipend of \$____ for your _____ assignment. If you leave the position of _____ at some future date to return to faculty status, the annual salary will revert to the previously determined faculty salary, adjusted for performance and merit increases and any changes in rank earned while serving as _____.

START UP CLAUSE

P Start Up Clause:
Start up package of \$_____.

Ph.D. CONDITION OF EMPLOYMENT:

Q Ph.D. condition of employment:
This offer of employment is contingent upon completion of the terminal degree by September 1, 2017.

WORK VISA

R Acquisition of work VISA:
This offer of employment is contingent upon the acquisition of an appropriate work VISA.