

Page(s)	Article	Highlights
11-15	<p align="center"><b>Article VIII</b> Appointment and Reappointment of Tenure Track Faculty</p>	<p>This section contains the minimum qualifications for appointment at each tenure-track rank and includes the procedures and terms for initial appointment. This section also deals with conditions of appointment and reappointment and outlines the role of the Unit Peer Review Committees, the requirements related to the UPRC guidelines and their approval. This section provides a timetable for notice to be given regarding reappointment or non-reappointment.</p> <p><b>Note: All faculty should have a copy of their Unit's UPRC Guidelines.</b></p>
15-19	<p align="center"><b>Article IX</b> Appointment and Reappointment of Non-Tenure track Faculty</p>	<p>This section describes the three different non-tenure track ranks (Visitor, Clinical and Lecturer) including the limitations on their usage. It states the requirements, procedures and terms for initial appointments. It also describes the conditions for appointment and reappointment.</p> <p><b>Note: By December 31, 2009 the FC RTP will establish standards and criteria for the promotion of non-tenure track faculty.</b></p>
19-22	<p align="center"><b>Article X</b> Adjunct Faculty</p>	<p>This section describes the procedures for appointment of adjunct faculty. It defines "adjunct" and "senior adjunct" and outlines how to achieve senior adjunct status. It provides the terms of appointment for adjunct faculty as well as the guidelines related to their workload.</p> <p><b>Note: The maximum workload for adjunct faculty members is a total of 16 per academic year. This limitation does not apply to the School of Nursing.</b></p>
22-24	<p align="center"><b>Article XI</b> Continuing Review of Faculty</p>	<p>This section outlines the schedule and procedures for the review of tenured and non-tenured faculty. It describes the new electronic process for collecting student evaluations and also details the procedures for peer observations of tenured faculty every five years.</p> <p><b>Note: Tenured faculty are now only required to have a review with their Dean every other year.</b></p>
24-25	<p align="center"><b>Article XII</b> Promotion – Tenure Track Faculty</p>	<p>This section outlines the entire promotion process, including eligibility, criteria and the procedures for promotion to Associate Professor and Full Professor.</p>

<p><b>26-29</b></p>	<p><b>Article XIII</b> Tenure</p>	<p>This section provides a definition and the criteria for tenure. It outlines all of the procedures, including a very broad time frame and a general summary of what should be included in a tenure portfolio. It describes the role of the FC RTP in granting tenure, and how the application for tenure moves from the UPRC to the Department Chair, to the Dean, to the FC RTP and to the Provost. This section also explains the organization of the FC RTP and what options exist if there is a disagreement between the recommendation of the FC RTP and that of the Provost.</p> <p><b>Note: All faculty should have a copy of the current operating procedures of the FC RTP.</b></p>
<p><b>29-41</b></p>	<p><b>Article XIV</b> Workload</p>	<p>This section outlines workload requirements for all faculty, beginning with the general workload for Library faculty and then for teaching faculty. It includes the formula used to calculate workload equivalency for doing administrative work. It details how work is assigned, limitations to those assignments and the role of the faculty member, the Chair and the Dean in making those assignments.</p> <p>This Article goes on to explain special situations including underload, overload, voluntary workload reduction, and options available to faculty in the event of the birth or adoption of a child. It also outlines workload situations specific to various Schools and Units. It describes the procedure and payment for doing Independent Study and lists the allocation of Release Time credits for specific service.</p> <p>This section also details general faculty obligations including office hours, required attendance at specific events, advising and administrative obligations and the timetable for submitting final grades.</p> <p><b>Note: Faculty who are concerned about their rights as they become parents should become familiar with Article XIV, Section 2.g.</b></p>
<p><b>42-45</b></p>	<p><b>Article XV</b> Salary and Related Compensation</p>	<p>This section outlines the salary increase percentages, for both full-time and part-time faculty, in each of the five years of the contract. It also provides the increment that is added to base salary as a result of promotion to both Associate and Full Professor. This section details the frequency of pay for full-time faculty, as well as the</p> <p style="text-align: right;"><i>Continued on page 3</i></p>

<p><b>42-45</b></p>	<p><b>Article XV</b> Salary and Related Compensation</p>	<p>schedule of payment for part-time, overload and summer session teaching.</p> <p>This section also outlines the provisions for the annual distribution of Individual Assessment Adjustments. This includes a description of the required allocation of Research Release Time for pre-tenure faculty.</p> <p><b>Note: All requests for release time for scholarship are made by faculty members to the Dean or his/her Designee. Release time must be approved by the Dean and the Provost or the Provost's designee.</b></p>
<p><b>45-53</b></p>	<p><b>Article XVI</b> Fringe Benefits</p>	<p>This section outlines the fringe benefits available to full-time and part-time faculty. It gives a very brief summary of the medical plans that are available and the limitations on those options. It provides a table which lists the employee and the employer contribution to the premiums for each of the plans. It also describes the other kinds of insurance provided to faculty including long term disability insurance, contributory and non-contributory life insurance, accidental death and dismemberment insurance, etc.</p> <p>This section also details the tuition remission benefits available to full-time faculty, part-time faculty, dependent children, children of former full-time faculty, and spouses and same sex domestic partners of full-time and part-time faculty.</p> <p>This section also outlines the provisions of the University's Defined Contribution Retirement Plan (403b). It provides a table of the minimum employee contribution and the University's matching contribution.</p>
<p><b>53-54</b></p>	<p><b>Article XVII</b> Sabbaticals</p>	<p>This section describes the sabbatical process including the procedures for application to the FC RTP and the role of the FC RTP, the Provost and the Board of Trustees. This section provides a formula for the minimum and maximum number of sabbaticals that the University must grant each year.</p> <p><b>Note: The University must award at least 4% but not more than 8% of the full-time tenured faculty one-half year full pay sabbaticals annually.</b></p>

<p><b>54-58</b></p>	<p><b>Article XVIII</b> Annual Leave and Leaves of Absence</p>	<p>This section describes the period of time each year, between commencement and the start of the fall semester, that is considered a period of leave for faculty. This section also provides information on how and why unpaid leaves of absence are granted and how they relate to the FMLA or any other applicable law.</p> <p>This section outlines the options that are available to faculty who are planning to become parents. It includes language that describes the period of disability associated with childbirth as well as the various scenarios that might arise, and the options faculty may exercise.</p> <p><b>Note: Section 5 and Section 6 (pages 55-58) are of particular importance to any faculty member who is planning to become a parent.</b></p>
<p><b>62-63</b></p>	<p><b>Article XXII</b> Emeritus Status</p>	<p>This section describes how a faculty member may be granted emeritus status and the rights and privileges associated with that status.</p>
<p><b>67-69</b></p>	<p><b>Appendix A</b> Domestic Partner Benefits</p>	<p>This section details all of the benefits that are available to same-sex domestic partners of full-time faculty.</p> <p><b>Note: Same-sex domestic partners of full-time faculty are entitled to all of the same benefits as spouses of full-time faculty providing they complete the Application for Domestic Partner Benefits (Appendix B).</b></p>
<p><b>70-71</b></p>	<p><b>Appendix B</b> Application for Domestic Partnership Benefits</p>	<p>This application must be filed with the Office of Human Resources in order to qualify for same-sex domestic partners benefits.</p>
<p><b>72-75</b></p>	<p><b>Appendix C</b> Faculty Profile Form</p>	<p>Faculty are required to submit this form at the beginning of each academic year. It is included in each faculty member's personnel file.</p>
<p><b>76</b></p>	<p><b>Appendix D</b> General Faculty Obligation Form</p>	<p>Faculty are required to submit this form to their Dean at the beginning of each academic year.</p>