

## CONTRACT CONDITIONS FY12

### TERMS OF CONTRACT SPECIAL CONTRACT CONDITIONS

- A Although you have had three or more years of prior full-time service as an instructor (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, 2011. Your advancement to tenure will be reviewed no later than the 2013-2014 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 2014 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 instructor (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, 2011. Your advancement to tenure will be reviewed no later than the 2014-2015 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 2015 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 instructor (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, 2011. Your advancement to tenure will be reviewed no later than the 2015-2016 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 2016 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, 2011. Your advancement to tenure will be reviewed no later than the 2016-2017 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 2017 academic year, the subsequent contract will be the final contract.

## SENIOR LECTURERS

- E Year One: This contract represents the first year of a three-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. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.
- F Year Two: This contract represents the second year of a three-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. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.
- G Year Three: This contract represents the third and final year of a three-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. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.

## CLINICAL AND RESEARCH FACULTY \*\*

- H Year One: This 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. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.
- I Year Two to Four: This represents the (second, third, 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. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.
- J 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. A faculty member may be reappointed to one or more additional terms, contingent upon continuity of funding, the individual's evaluation, and departmental need.

**\*\* Clinical and research appointments may vary in length from one to five years, though the standard term for most ranks is five years;**

**clinical lecturers may be appointed to a term no longer than three years (PPS 7.18).**

- K For tenure-track faculty who do not hold the terminal degree at the time of hire: If the \_\_\_\_\_ degree is not completed prior to 07/01/12, you will be issued a terminal contract.
- L 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.
- M By mutual agreement, your previous full-time teaching experience at another institution will not be credited toward your probationary period at Texas State University-San Marcos.
- N One year/semester only.
- O Voluntary Modification of Employment
- P 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**

- Q Start Up Clause:  
Start up package of \$\_\_\_\_\_.

