

Marquette University

Academic Division Policy

Policy on Multiple Year Contracts for Full-time Participating Faculty

This policy is intended to define the option for Academic Deans to offer qualified Participating Faculty multiple year contracts.

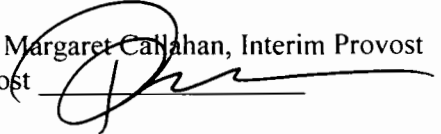
1. Based on the Academic Dean's discretion and with the approval of the Provost three-year contracts may be offered to Participating Faculty who meet the following criteria:
 - a. Faculty member must have completed five consecutive years of full time teaching at Marquette University.
 - b. Faculty member consistently receives high evaluations on teaching and overall performance as assessed by the annual performance appraisal.
 - c. Position must be a permanently funded line.
2. This three-year commitment is contingent upon the continuing viability of the particular college department, program or course and the decision of the University, in its sole discretion, to continue funding this department at the current levels.
3. Faculty member will be neither tenured nor eligible to achieve tenure in this position.
4. Multiple year contracts may be renewed at the conclusion of the second year of the current three-year contract at the sole discretion of the University and if all of the criteria established in paragraph one is met and the faculty has a record of continual satisfactory performance.
5. Faculty member may be eligible for promotion under the special norms set forth in Section 302.05 of the Faculty Statutes and as possibly expanded by college-specific criteria approved by the University Committee on Faculty Promotion and Tenure and the Provost.
6. Continued appointment from year to year within this three-year term is contingent upon satisfactory performance as assessed by an annual performance appraisal.
7. Salary and employee benefits will adhere to established University policies. During the contracts second and third year merit increases in salary will be under the same terms and conditions as apply to all other Marquette University employees in such years. Employee eligibility and benefits under this contract are described in detail in the relevant benefit document and may be amended from time to time.
8. The multiple year contract and Marquette University's obligations are contingent upon the employee maintaining the required certification of work eligibility under Federal law as a condition of continued employment.

9. The form for the three-year contract shall be that provided and completed by the Office of the Provost, if for some reason the standard format is not suitable, any deviation must be approved by the Office of the Provost and the Office of the General Counsel.

Policy originally issued as UPP 4-22: October 2007

Policy issued as Academic Division Policy: September 2013 by Dr. Margaret Callahan, Interim Provost

Policy reviewed and reissued: July 2015 by Dr. Daniel Myers, Provost

A handwritten signature in black ink, appearing to be "D. Myers", written over a horizontal line. The signature is stylized and cursive.