

UNIVERSITY FACULTY SENATE RESOLUTION
TO MODIFY FACULTY HANDBOOK CONCERNING TERM AND CONTRACT RENEWAL POLICY
FOR CONTINUING NON-TENURE TRACK FACULTY AND FULL-TIME TEMPORARY APPOINTMENTS:

- WHEREAS, the ultimate objectives of promotion policies at the University of Delaware are faculty excellence and procedural fairness, and
- WHEREAS, an individual hired on a full-time temporary appointment who is subsequently appointed as a primary, full-time continuing non-tenure track faculty has their previous time of service counted in the computation of their subsequent contract renewal periods, and
- WHEREAS, during this previous time of service, work completed at the same rank while on temporary appointment should be included in subsequent decisions regarding promotion, and
- WHEREAS, revisions to the Faculty Handbook require Faculty Senate approval, be it therefore
- RESOLVED, that the existing University policy on Term and Contract Renewal for Non-Tenure Track Faculty in the Faculty Handbook (modifications to current policy are shown in Attachment 1) be revised to:

Section 4: Personnel Policies for Faculty

Section 4. 1 Faculty Appointments and Conditions of Employment

Section 4.1.6 Non-Tenure Track Faculty

Section 4.1.6.5 Term and Contract Renewal

Individuals appointed as continuing non-tenure track faculty (see "Appointments" above) will have a six-year probationary period comprised of three successive two-year appointments, subject to annual review and a recommendation for contract renewal by the chair/director/dean.

In the sixth year, a full peer review will be conducted and on the basis of recommendations from the peer review and chair/director/dean, and with the approval of the provost, individuals will receive either a seventh terminal year appointment or a three-year contract subject to annual review. In the second year of the three-year contract, the chair/director/dean will recommend whether the individual will be afforded a contract of four years in length to begin after the three-year contract. Subject to satisfactory annual evaluations, during the last year of a four-year contract, a second full peer review will be conducted. Subject to the recommendation of the peer review and chair/director/dean, and with the approval of the provost, the individual will receive a five-year contract on a "rolling" basis, subject to an annual review. Faculty on five year rolling contracts are subject to the peer evaluation of faculty as defined in the [Faculty Handbook](#). Contract renewal is subject to the notice provisions of the *Faculty Handbook*, "[Terminations and Non-Renewals](#)." (10/13/05), revised 12/09/05.

Individuals hired on full-time temporary appointments who are appointed subsequently as primary, full-time, continuing non-tenure track faculty will have their previous time of service counted in the computation of subsequent contract renewal periods. Work completed at the same rank while on temporary appointment at the university shall be included in subsequent decisions regarding promotion. No individual will receive a three- or five-year "rolling" contract without a full peer review.

In the event of an unsatisfactory annual evaluation during the term of a multi-year contract, a full peer review may be conducted. If a peer review confirms the unsatisfactory performance set forth in the annual evaluation, the individual will receive one full year's notice in writing of contract termination (see "Terminations and Non-Renewals" in the *Faculty Handbook*).

In the event of programmatic and/or budgetary reductions, individuals serving on multiple year contracts will receive one full year's notice in writing of contract termination (see "Terminations and Non-Renewals" in the *Faculty Handbook*).