Proposal for Multi-year Contracts for Term Faculty
School of Nursing

The School of Nursing (SON), in its focus on applied learning for students in healthcare roles, employs a considerable number of faculty prepared at the master’s degree level. These faculty members have clinical expertise essential for teaching students in clinical practicum and constitute a vital segment of the overall faculty in the School. At present, these faculty members are hired on 1-year contracts that may be renewed annually. SON proposes a two-part alternative plan:

1. Term faculty prepared at the master’s level would have the opportunity to receive multi-year contracts; and
2. A new track for Clinical Faculty in SON would be implemented for term faculty prepared at the master’s or doctoral level. Within this track, evaluation procedures would be implemented to provide opportunity for promotion to different levels.

This proposal focuses on the first objective above, i.e. a plan to offer term faculty members prepared at the master’s level the opportunity to receive multi-year contracts. A plan for the second objective will be described in more detail by the end of September.

We propose that term faculty have an opportunity to receive multi-year contracts as follows:

- A master’s-prepared faculty would be hired for an initial 1-year probationary term. In November of the first year, the faculty member would meet with the Dean and immediate supervisor to discuss progress and plans for contract renewal. If progress thus far is satisfactory, contingent on funding, the faculty member will have the opportunity to receive a two-year contract. Criteria will be established for attending required professional development activities during this period.
- In the fall semester of the second year of the two-year contract, the faculty member will be required to prepare a teaching statement to submit to the Dean, along with peer and student evaluations. The teaching statement should focus on contributions that the faculty member has made to SON and plans for further professional growth.
- With presentation of evidence of a successful 3-year period of employment, contingent on funding, the faculty member would have the opportunity to receive a three-year renewal contract. In the fall of the third year of this contract, the faculty member would prepare a teaching statement to submit to the Dean, along with peer and student evaluations. The teaching statement should focus on contributions that the faculty member has made to SON since the last formal evaluation and plans for further professional growth.
- With presentation of evidence of a successful 3-year period of employment, contingent on funding, the faculty member would have the opportunity to receive a three-year renewal contract. In the fall of the third year of this contract, the faculty member would prepare a teaching statement to submit to the Dean, along with peer and student evaluations. The teaching statement should focus on contributions that the faculty member has made to SON since the last formal evaluation and plans for further professional growth.
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- With presentation of evidence of a successful 6-year period of employment, the faculty member would be counseled to enroll in a doctoral program of studies if this has not yet occurred. Upon enrolling in a doctoral program, the faculty member, at the discretion of the Dean, would have an opportunity to receive another 3-year contract. Those faculty members who decline to enroll in a doctoral program would have contracts reviewed and renewed, at the discretion of the Dean, annually.

- Present term faculty in SON who were evaluated favorably and received 1-year contracts in 2005 would, at the discretion of the Dean, have the opportunity for 3-year contract renewals beginning with the 2006-2007 academic year. At the end of that 3-year renewal period, these faculty members would be counseled to enroll in a doctoral program of studies if this has not yet occurred. Upon enrolling in a doctoral program, the faculty member, at the discretion of the Dean, would receive another 3-year contract. Those faculty members who decline to enroll in a doctoral program would have contracts renewed, at the discretion of the Dean, annually.