



Regional Campus Multiyear Contracts

The following outlines the process and criteria for consideration of multiyear contracts and employment commitments for Regional Higher Education Group II Faculty.

Process

- A Group II faculty member, 0.5 FTE or higher, may request a multiyear employment commitment (5 years) any time after they have been promoted to the Associate and/or Senior Lecturer rank.
- The decision as to whether to offer the multiyear commitment is at the sole discretion of the campus dean.
- Faculty members who are considering requesting a multiyear employment commitment are strongly encouraged to arrange a meeting with the campus dean and their division coordinator to discuss the subject.
- If a Group II faculty member then decides to request a multiyear employment commitment, they should make their request in writing to the dean of the campus.
- The dean should consult with the faculty member's Division Coordinator and possibly the Academic Program Coordinator in the faculty member's discipline before authorizing or declining a request for a multiyear employment commitment. The Division Coordinator and/or Academic Program Coordinator should provide the dean a letter of recommendation/support for the faculty member request or outline reasons why the faculty member should not be considered for a multiyear commitment.
- The multiyear commitment to the faculty member should be in the form of a letter from the campus dean and signed by both the dean and the faculty member. The letter should also be copied to the RHE Executive Dean.
- If the dean is unsupportive of the request, he/she should as specifically as possible communicate the reasons for the nonsupport and if possible provide suggestions to the faculty member on how their case for granting the commitment can be improved.

Criteria

The dean should consider the following criteria before making the commitment:

- The quality of instruction and service (if service is a part of the Group II Faculty member's responsibilities) the faculty member has provided the campus during their tenure on the campus.
- A projection of campus/course enrollment for the next 2-5 years.
- An analysis of the program or major's current number of students and the number projected over the next 2-5 years.
- An assessment of the future campus needs in the faculty member's discipline/teaching area or outside of the major or program (e.g., service courses).
 - Example: There is likely to be a more stable campus need for faculty who teach courses in the service or general education areas (Basic Sciences/Social Sciences, Mathematics and Humanities for example) than certain specialized technical areas.
- A specialized service function that the faculty member being considered has provided the campus or regional higher education.
- If evidence of teaching effectiveness is established and projected enrollment in the faculty members courses/program is anticipated to be healthy over the course of the commitment, strong consideration should be given by the campus dean for a multiyear employment commitment.