

## **Stafford Faculty Transition Committee**

The committee is charged to develop the specific plans and decision-making process necessary for moving those faculty members currently employed on the Stafford campus in expiring rolling contracts to a new contractual status. Assuming continued satisfactory performance review a faculty member on an expiring three-year rolling contract will have the opportunity to convert to a new contract type starting as early as August 16, 2011 or at the end of their current contract (August 15, 2012).

The committee is further requested to develop the process to be followed in making the determination for converting particular individuals and positions to new contract types. This process should specify: (1) the persons involved in deciding the contract options that will be available to specific individuals; (2) the date by which all persons holding expiring three-year rolling contracts will be presented with the options for new contract types; (3) the date by which the individual must select the contract option that will replace the expiring contract; and (4) the start date of the new contract (either August 16, 2011 or August 16, 2012).

In the case of a of tenure-track contract, the tenure guidelines to be applied must have been developed by the faculty of the college and approved prior to the time the tenure clock starts.

The length of the probationary period must be specified as a part of the tenure-track contract, and it must be clear whether or not a pre-tenure review will be a part of the process toward the tenure decision.

If the contract transition plans developed by the committee propose to use an employment contract option that is currently not described in the 2010-2011 University Faculty Handbook, that contract option/category must first be submitted as a recommendation to the University Council and then approved by all required steps involved in the process of amending the Faculty Handbook before that option may be employed.

The committee is requested to examine any existing contractual requirements as specified in the University Faculty Handbook that might require modification in order to enable a smooth transition to new contracts. Any such modifications must also be submitted as a recommendation to the University Council and then approved by all required steps involved in the process of amending the Faculty Handbook before that option may be employed.

It is understood that all recommendations from this committee are advisory to the President and Provost.

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