

**Resolution to establish multi-year contracts for Group II faculty**  
**Professional Relations Committee**  
**April 16, 2012**  
**Second Reading & Vote**

*Whereas providing multi-year contracts for Group II would provide more stability for Group II faculty,*

*Whereas providing multi-year contracts for Group II would benefit the departments and regional campuses in their ability to make long term staffing plans,*

*Whereas providing multi-year contracts would help with recruiting of high quality teaching faculty,*

*Be it resolved that the language in the Faculty Handbook Section II.C.3.2.b be amended to*

iii. Normatively, the contracts for Group II will be a nine month, renewable contract for a term of one-year for the initial 5 years of service in all instances where a department's or regional campus' experience, or other factors, indicates that a faculty member will be employed for the whole of the ensuing nine-month academic year. Afterward, Group II should be offered 5-year contracts to be renewable based on performance, desire of the faculty member, and continued need of the department or regional campus. However, the length of the initial and subsequent contracts (either one-year or five-year) can be negotiated based on qualifications, experience and need of the faculty member and department or regional campus.

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iv. Group II faculty must be evaluated annually by the chair or director according to departmental or regional campus guidelines, with a more extensive review in the last year of a multi-year contract. A written evaluation of the faculty member will be forwarded to him/her by February 15 on an annual basis by his/her director, chair, or division coordinator. The director, chair or division coordinator shall employ a departmental committee or committees in the evaluation process, which shall conform to the department's written procedures and demonstrate peer review as a part of the merit process.