

## **Criteria for fixed multi-year appointments**

### **Department of Chemistry and Biochemistry**

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The Department of Chemistry and Biochemistry follows the criteria outlined in the Florida Atlantic University Collective Bargaining Agreement (CBA) for the Fixed Multi-Year Appointments (Article 8g). The University expects that multi-year appointments are for a definite, limited term, and that there is no expectation of continued employment at the conclusion of that term. The criteria described below will be considered.

Criteria for the Fixed Multi-Year Appointments at the Department of Chemistry and Biochemistry.

- 1) Fixed multi-year appointments may be offered for the following:
  - a. Non-tenure-earning academic appointments such as:
    - i. Senior and University Instructors/Lecturers (holds a minimum of MS degree in chemistry or related fields)
    - ii. Instructors and Lecturers (holds a minimum of MS degree in chemistry or related fields)
    - iii. Scholars/Scientists, Research Associates (holds a Ph.D. degree in chemistry or related fields)
    - iv. Individuals who have officially retired from universities or other organizations and who are at least 55 years of age
  - b. Tenured employees who decide to give up their tenured status to take advantage of whatever incentives might be offered by a fixed multi-year appointment
  - c. Individuals who have held the rank of full professor for at least seven (7) years at an institution of higher education
  
- 2) A multi-year appointment may be offered for a period of not less than two (2) and not more than five (5) years to eligible employees hired pursuant to Section 8.4(g)(1) as follows:
  - a. The appointment may be renewed.
  - b. Criteria used to determine in which instances to offer successive appointments include the following:
    - i. consideration of the basis for the initial fixed multi-year appointment
    - ii. evaluation of performance (based on the annual faculty performance evaluation and instructional observation completed by senior faculty)
    - iii. professional growth (e.g. promotion to higher rank)
    - iv. extent and currency of professional qualifications
    - v. contribution to the mission of the department or program (e.g. departmental teaching needs)
    - vi. staffing needs
    - vii. funding source alternatives (e.g. participation in the extramurally funded grants)
    - viii. continuing program consideration

- 3) Affected faculty members will be advised no later than three (3) months prior to the end of the penultimate year of the appointment that to be considered for a successive multi-year appointment, the faculty member must submit a written request to the Chair or supervisor.
- 4) Faculty members on multi-year appointments cannot be terminated during the contract period except for just cause, layoff, termination of the funding source in the case of soft money appointments, or two successive unsatisfactory evaluations. The faculty member shall be given notice of termination as specified by the CBA.