

Contract for NON-TENURE-TRACK FACULTY MEMBER:

The University of West Alabama
Livingston, Alabama
FACULTY CONTRACT

_____ is hereby appointed to the faculty of The University of West Alabama as a/an _____ for the academic year _____ (_____ through _____). [Your rate of compensation as of October 1 through May and September of the next year is listed below. Should you terminate employment at the end of May, you will receive 8/9 of this amount.] **OR** [Your rate of compensation as of October 1 through September is listed below.] [For nine-month contracts: Summer teaching assignments will be made on an as-needed basis.]

Salary \$ _____

Each installment will be paid on the last working day of the month, beginning in September. [For the first year appointees: The appointee is given the option of receiving one-half of the first installment at the end of August _____ and the other half at the end of September _____.] It is understood that the indicated compensation is subject to modification in the event there is any reduction in the State appropriation or other funds from which such compensation is paid. If appointee's services cease for cause or by resignation or by retirement before the term of the appointment is ended, payment shall be made at the above stated rate on a *pro rata* basis for the time of actual service, and no payment shall be made for the uncompleted term of employment.

The appointee's status in terms of tenure and longevity is as follows:

Tenure Appointee is appointed without tenure and is not eligible for tenure under this contract. Policies governing tenure are stated in the *Handbook for Faculty and Professional Staff*.

Appointee understands that there is no claim on future employment beyond the term of this contract. Appointee's employment shall cease at the end of this term unless the University, in its sole discretion, decides to offer an additional term of employment, in which event it shall extend that offer of employment as required by the *Handbook for Faculty and Professional Staff*.

An appointment which is not renewed expires automatically at the term to which it pertains, without further obligation on the part of either the University or the faculty member to the other.

No stigma attaches merely upon non-renewal of appointment because non-renewal may result from any one or more of several factors, including but not limited to, (1) programmatic and curriculum considerations, (2) financial and enrollment factors, (3) appointee's failure to meet or exceed the University's minimum performance standards, (4) changes in the University's mission policies, priorities, and/or other requirements as set out in the *Handbook for Faculty and Professional Staff*. Satisfactory performance does not guarantee renewal of appointment.

Longevity _____ years as of August 15, _____ (which includes _____ years of experiential credit)

The appointee, by the execution of this contract, acknowledges that he or she has read, understands, and agrees to be bound by the policies outlined in the *Handbook for Faculty and Professional Staff* and other policies affecting the appointee's employment with the University as adopted by the Board of Trustees, copies of which are available for inspection and review at the Office of the Provost during normal business hours. In accepting this appointment, the appointee agrees to comply with all official University regulations, directives, and policies relating to the responsibilities of faculty members, as now published, or as may be published from time to time through means of the *Handbook for Faculty and Professional Staff*, administrative memoranda, or other official statements. The appointee further agrees to carry out the teaching duties and/or other responsibilities assigned by the Department or Division Chairperson, the Dean, or other appropriate University officials.

The appointee shall sign one copy of this contract and return it to the President of the University no later than _____, or the contract will be construed as rejected.

Appointee

President, The University of West Alabama

Date

Date