

## **Christine E. Lynn College of Nursing**

### **Multi-Year Appointment (Non-Tenure Earning Faculty)**

**Rank:** Instructor, Senior Instructor, University Instructor, Assistant Professor, Associate Professor, Professor (9 or 12 months)

**Track:** Non-Tenure Earning (e.g., Practice-Teaching, Clinical, Teaching, Research, or Other Specialized Faculty Tracks)

Consistent with the Collective Bargaining Agreement (CBA) 8.4(g), fixed multi-year appointments of two (2) to five (5) years may be offered to qualified non-tenure earning faculty at the ranks listed above. Eligibility for a multi-year appointment typically follows a minimum of three (3) years of successful service at Florida Atlantic University or demonstration of equivalent prior experience to be determined at the discretion of the Dean.

Faculty may be considered for a multi-year appointment based on:

1. **Sustained satisfactory or above performance** in assigned duties, as reflected in annual evaluations.
2. **Demonstrated contributions** that support the mission and strategic priorities of the College of Nursing, which may include:
  - Teaching excellence
  - Clinical practice contributions
  - Program development
  - Student success initiatives
  - Research or scholarly engagement
  - Service to the College, University, profession, or community
  - Support of accreditation, assessment, or regulatory activities
3. **Appropriate academic preparation and professional qualifications** consistent with expectations for the faculty rank and assigned responsibilities.
4. **Ongoing professional growth and engagement** in activities relevant to assigned role expectations (e.g., instruction, scholarship, clinical practice, leadership, service, or innovation).
5. **Programmatic need and available funding**, recognizing that multi-year appointments support continuity in academic and clinical programs.

#### **Appointment Description:**

Multi-year appointments are fixed-term contracts intended to promote continuity, stability, and sustained faculty contribution within the College of Nursing. These appointments recognize faculty whose performance and qualifications support the College's educational, clinical, research, and service missions.

Multi-year appointments may be offered for up to five (5) years, based on performance, program needs, and available resources.

Faculty seeking consideration for a multi-year appointment should submit a request through their Department Chair or appropriate supervisor by January 31 of the academic year in which their current appointment concludes, unless otherwise communicated by the College.

Renewal or subsequent multi-year appointments are not automatic and remain contingent upon:

- Continued satisfactory performance
- Ongoing programmatic need
- Availability of funding
- Alignment with College priorities

Multi-year appointments do not confer tenure or tenure-track status, nor do they guarantee continued employment beyond the contract period.

Faculty holding multi-year appointments remain subject to:

- Annual assignment of duties
- Annual evaluation processes
- Adjustments in workload distribution (e.g., teaching, clinical practice, research, scholarship, service, leadership, accreditation support)

Workload allocations may vary annually based on College needs, accreditation requirements, program development priorities, and faculty expertise.