

College of Social Work and Criminal Justice

Multi-Year Appointment (Non-Tenure Earning Faculty)

Rank: Instructor, Senior Instructor, University Instructor (9 or 12 months)

Track: Non-tenure (Clinical or Instructor Track)

Consistent with the CBA 8.4 (g), between two-to five-year fixed multi-year appointments may be offered, for Instructors, Senior Instructors, and University Instructors. Eligibility for a multi-year appointment typically follows a minimum period of three successful years of service at the University. Multi-year appointments may be offered as a condition of hire.

Appointment Criteria may include, but are not limited to:

- (a) Sustained satisfactory or above performance in assigned duties, consistent with annual evaluations
- (b) Demonstrated contributions to program stability, accreditation requirements when applicable, or strategic priorities of the Department, College, or University
- (c) Possesses appropriate academic credentials and professional qualifications consistent with appointment standards
- (d) Demonstrates continued professional growth and engagement in instructional, scholarly, clinical, and/or service activities appropriate to assigned role

Appointment Description:

Multi-year appointments are fixed-term contracts designed to support continuity, stability, and sustained faculty contribution within the College of Social Work and Criminal Justice. These appointments recognize faculty whose performance, qualifications, and roles align with the expectations of their assigned faculty track and contribute meaningfully to the mission of the College.

Multi-year appointments may be offered for up to five years. Instructors who wish to apply for a multi-year appointment must submit a written request to their department/school chair/director and college dean by January 31st of the year when their current appointment ends. Faculty may be considered for renewal or successive annual appointments based on continued satisfactory performance, programmatic need, and availability of funding. Renewal is not automatic. These appointments do not guarantee continued employment beyond the contract period and do not confer tenure or tenure-track status.

Faculty holding multi-year appointments remain subject to annual assignment of duties and evaluation. Workload distribution across teaching, research, service, assessment/accreditation, and/or administration may vary annually based on departmental needs, program priorities, and faculty role expectations, and is not fixed for the duration of the appointment.

This policy is subject to periodic review to ensure continued alignment with CBA and College/Department priorities.