

Term of Appointment

What you need to know

Terms of appointment and the length of a “year” are defined in the CBA. Your individual contract year is provided in your appointment contract.

A full contract year for a faculty member includes 3 quarters (fall, winter, spring) or 2 semesters (fall and spring). Summer session appointments are covered under separate contracts, and are not guaranteed for any faculty member.

Librarian faculty contracts are based on a 12-month fiscal year (July through June of the following year), and are not tied to the academic calendar. Librarian contracts may include periods that are scheduled as unpaid time off. Example: a Librarian may work 11 months each year, but the work time, and the unpaid time off, is spread across all 12 months.

Some grant funded faculty may have different contract years, tied to the grant funding cycle.

For tenure track faculty who do not start in mid-September (or mid-August for semester based faculty), your initial contract year ***will*** be counted towards your tenure and promotion timeline, as long as you work at least two quarters (i.e., winter and spring), or one full semester (i.e., spring semester) during the first year of your probationary appointment.

Lecturers receive one-year contracts, with no guarantee of reappointment, to include 3 quarters (or 2 semesters). For Lecturers who do not start in mid-September (or mid-August), they will be appointed with the rank of Lecturer as long as their initial contract year consists of at least 2 quarters (or 1 full semester).

Any appointment less than 2 quarters (or less than 1 full semester) will be at the rank of adjunct faculty (otherwise known as quarterly faculty member, or semester faculty).