

1. GENERAL

Sam Houston State University utilizes non-tenure track faculty to enhance its instructional programs.

As a general rule, non-tenure track faculty have limited non-teaching responsibilities but are encouraged to participate with department full-time faculty in such matters as curriculum development, textbook selection, and other appropriate organizational interests.

2. REMUNERATION, SICK LEAVE, AND FRINGE BENEFITS

2.01 Based on recommendation from the department/school chair through appropriate channels to the Provost and Vice President for Academic Affairs, remuneration is determined by discipline, academic credentials, and/or unique experience and demonstrated competence.

2.02 Fringe and other employment related benefits are applicable according to State guidelines. A copy of the current guidelines is available in the office of Human Resources.

3. HIRING

3.01 Hiring of non-tenure track faculty follows the procedures outlined in Academic Policy Statement 800114, *Academic Instructional Staffing*.

3.02 The notice of non-renewal provisions in Academic Policy Statement 900417, *Faculty Reappointment, Tenure, and Promotion*, and in the Texas State University System Rules and Regulations do not apply.

4. QUALIFICATIONS

4.01 Non-tenure track faculty should meet the same requirements for professional, experiential, and scholarly preparation as their tenured and tenure track counterparts teaching in the same disciplines. The department/school chair and academic dean are responsible for ensuring that each non-tenure track faculty member is appropriately qualified.

4.02 Department/school chairs may submit to the Provost, through the appropriate channels, a request for an exception based on non-academic considerations such as exceptional work experience, professional certification, national

recognitions and other demonstrated competencies that are directly related to quality teaching.

5. ORIENTATION/TRAINING, SUPERVISION, AND EVALUATION

Non-tenure track faculty will be provided appropriate orientation/training, supervision, and evaluation.

APPROVED: /signed/
James F. Gaertner, President

DATED: 8/2/07

CERTIFICATION STATEMENT

This academic policy statement (APS) has been approved by the reviewer(s) listed below and represents SHSU's Division of Academic Affairs' policy from the date of this document until superseded.

Original: March 1, 1989 Review Cycle: March 1, ONY*
Reviewer(s): Academic Policy Council Review Date: March 1, 2009

Approved: /signed/ Date: 7/20/07
David E. Payne
Provost and Vice President
for Academic Affairs

***ONY = Odd Numbered Year**