

Multi-Year Contract process for Track 1,2,3 Non-Tenured Faculty; School of Nursing

The intent of this policy is to provide for greater stability for faculty at DUSON related to length of their reappointments and to promote continued professional growth and reward for progression through the academic ranks.

The current process for reappointment for all regular rank faculty (except those who have been tenured) is to be reappointed one year at a time. At the summer 2014 retreat, there was a great deal of discussion about the need for more stability related to faculty appointments. In addition, there is a need, as the school and faculty mature even further, to encourage all faculty to seek professional development opportunities, and to seek advancement in rank. After a review of the Duke Medicine policies on reappointments, discussion with other deans, the APT chairperson and Provost Kornbluth, it was clear that the school could move to incorporate more stability for faculty using accepted review processes.

The following policy was developed after input from the Dean's Executive Committee and FGA Executive Committee, and applies only to Regular Rank faculty with a primary appointment in the School of Nursing. This policy also modifies the APT peer review schedule and effective with this policy, peer review for faculty on all tracks are conducted every three years.

For all faculty on Track I (non-tenured), Track II and Track III

1. During Years 1 and 2 of their appointment, all faculty on all Tracks 1, 2 and 3 will be reappointed for one year terms in January (to be effective the following July 1), according to university policy, and based on the needs of the school.
2. All faculty on Tracks 1, 2, 3 are and will be reviewed by the DUSON APT committee in the third year of their appointment.
3. After a satisfactory review in Year 3, faculty on Tracks 1, 2, or 3 will be re-appointed for 3 years, assuming resource needs of the school stay consistent. In the rare instance when a three year review may be unsatisfactory, a one year reappointment may be offered.
4. Following the second third year review:

Track I (non-tenured) Faculty	Track II and Track III Faculty
<ul style="list-style-type: none">• After the second third year review, Track 1 faculty will receive a 3 year reappointment and will be expected to seek promotion in rank during this time.	<ul style="list-style-type: none">• After the second third year review, Track 2 and 3 faculty should seek promotion in rank before the end of their next three year appointment term. If an individual chooses not to

	<p>seek promotion by the end of their 9th year of their position, by default they will revert to a one year appointment process.</p>
<ul style="list-style-type: none"> • Those on Track 1 who are reviewed by APT committee during the second term of their appointment, and promoted to the rank of Associate Professor without Tenure, will receive up to a 3 year contract. Application/dossier for tenure review must be submitted to the APT committee by Year 9. 	<ul style="list-style-type: none"> • Faculty reviewed by APT and successfully promoted to Full Professor in Tracks 2 and 3 will receive a five year contract and have the opportunity for subsequent 5 year renewals based on performance in rank after review by APT and the needs of the school.

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