

Addendum Table 1. Summary of Provisions: Four-Year Institutions

| Contract | FT temp. positions in bargaining unit | Appointments, reappointments, and assignments | Evaluation | Professional development | Promotions | Salary increases | Retirement/other benefits | Layoff and recall rights | Institutional support |
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| University of Alaska | All non-adjuncts, including visiting faculty and postdocs after first year. | Appointments at discretion of university, no grievability of initial appointment. Appointments can be up to five years, and can be renewed. Notice of non-renewal ranges from seven days prior to end for 1st two years to 90 days for 7+ years. | Can be terminated form contract early for performance. Evaluations at least once every three years, different process than regular faculty. Includes self-review. | Sabbaticals only tenured and tenure track. Tuition waivers. | There are ranks. Time in temporary positions cannot count toward tenure if get tenure track positions. | Minimum salaries by rank, including for lecturers. | No specific language found. | Non-tenure track term unit members on full-time appointments given priority. Tenured and tenure track get priority over all non-tenure track. Only tenured have recall rights. | Office space shall be assigned by the University in a fair and nondiscriminatory manner. |
| California State University | Includes part-time and temporary full-time faculty, as well as tenure track. | Appointments are made by the president. May be for a semester/quarter, or for one or more years. Full-time temporary appointments are NOT conditional as for part-time. Each department is to maintain a list of evaluated temporary employees. When temporary employees apply for a full-time position, their previous evaluations and application shall receive "careful consideration." After six consecutive years, shall be offered a three-year appointment, with expectation of renewal unless insufficient work. | Regular evaluations required if appointed for two or more terms, including student, peer and administrative evaluation. | Not eligible for sabbaticals, but eligible for fee waivers. | No specific language found. | Eligible for increases after 24 units in same department, and after five years in current range, eligible for increases, subject to peer review. | Participate in PST retirement plan, with 7.5 percent contribution by employee, none by employer. Health insurance. | Layoff order is part-time without three-year appointment, FT temporary without three-year appointment, PT with three-year appointment, FT temporary with three-year appointment, finally probationary and tenured. | No specific language found. |
| San Francisco Art Institute, CA | Includes "faculty lecturer." | Appointments at discretion of president. | No specific language found. | Sabbaticals are possible if have 24+ credit units. | Implied that there is only one rank. | Only tenured faculty are guaranteed advancement on step schedule. | All can participate in matching retirement contributions to TIAA/CREF or VALIC. | Visiting faculty laid off before others unless would distort curriculum, no specific mention of term faculty. | No specific language found. |
| University of California | Temporary faculty, including lecturers, senior lecturers with potential security of employment, and lecturer with continuing appointment. | In 1st six years at same campus, no entitlement to reappointment. Appointments can be terminated early due to layoff or discipline, but appointment provisions not grievable. Letters of appointment by June 15 or ASAP for next year. Reappointments can be for up to three years. Some decisions grievable. | Performance assessments are used for decisions to reappoint. Input of qualified post-six year non-senate faculty (NSF) encouraged but not required. Rights to continuing appointment after six years, based on reviews. | May apply for grants for instructional improvement, teaching awards, professional leaves, and professional development funds. | No specific language found. | Salary increase provided on fourth year. Eligible for regular salary increases and merit pay. Minimum salaries exist. | Eligible as for senate faculty. | Pre-6 year NSF are laid off before continuing appointees. Get notice based on years of service. | Instructional support provided—office, computer, etc. |
| University of Connecticut | All 0.5 or more FTE including academic assistant, extension professors, instructors. | Staff in non-tenure track positions serve one-year probationary period, after this can get one-year appointments up to five years. In the seventh year can get three-year contract. Three-year contracts, nonrenewal is grievable. | May use same procedures as for tenure track. | No specific language found. | Special payroll lecturers, will be offered multi-year contracts after ten consecutive semesters, subject to enrollment, evaluations, etc. Regular payroll full-time lecturers can receive a three-year appointment, after 12 consecutive semesters. | Minimum salaries, with increase for years of service up to four. | No specific language found. | Layoff notice based on years of service, with advantages for those on three-year contracts, but non-tenured laid off before tenured. | No specific language found. |

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| Connecticut State University | Full-time, including regular, special (visiting and grant funded), final, and defined term (one to five year) appointments. | Special appointments have no expectation of renewal, but may be renewed. Defined term can be one to five years; may be renewed but no expectation of renewal. | One evaluation process for all. On defined term appointments, evaluated in second semester and final year of appointment. | Eligible for sabbaticals after six years of full-time work. | May be promoted based on evaluation. | Increases for continuing faculty. | No specific language found. | Non-tenured before tenured. Non-tenured based on experience. | No specific language found. |
| Florida Atlantic University | Includes several non-tenure earning titles. | In addition to annual appointments, may be fixed multi-year appointments of two to five years for instructor, lecturer, scholar-scientist, research associate, associate/assistant in, clinical positions. Can include those deciding to give up tenure track positions in return for incentives. | Successive multi-year contracts based on evaluations, qualifications, staffing needs, funding. | Not eligible for sabbaticals. | Promotions are possible | Merit increases possible for multi-year. All eligible for increases for continuing faculty. | No specific language found. | Non-tenured before tenured. Multi-year before annual appointments. Multi-year have recall rights. | If possible, will get locked office space. |
| University of South Florida | Includes lecturer, visiting faculty. | Visiting appointments not to exceed four years. Multi-year appointments possible for terms of two to five years. | Successive multi-year contracts based on evaluations, qualifications, staffing needs, funding. | Not eligible for sabbaticals. | No specific language found. | Merit increases are possible for all ranked and unranked faculty. | No specific language found. | Non-tenured before tenured. No mention of order for multi-year. Multi-year have recall rights. | If possible, will get locked office space. |
| Florida Gulf Coast University | Includes visiting, research, associate in, multi-year. | Visiting appointments limited to four years. No notice on non-reappointment. Fixed multi-year, two to five years, with opportunity for successive appointments. These targeted at those without terminal degrees, those choosing to give up tenure for incentives, those without prior teaching experience. | Annual evaluations. For continuous multi-year contracts, evaluated at least once a year for reappointment so that always on a three-year contract. If unsatisfactory, one-year probation with performance improvement plan. If still unsatisfactory, one-year contract until contract expires. Fixed multi-year contracts require annual evaluation. Can apply for another multi-year appointment in beginning of final year in next to last year. Notice provided by beginning of final year. | Those on multi-year appointments with 3+ years of service eligible to apply for sabbaticals or professional development leaves. | Can convert fixed multi-year to continuous multi-year. | Eligible for merit pay based on department plans. | No specific language found. | Multi-year treated equivalent to tenured. Others based on years of service. Multi-year have recall rights. | If possible, will get locked office space. |
| University of North Florida, Faculty | Includes visiting, research, associate in, multi-year. | Faculty search committees required for all non-visiting appointments. Visiting normally only one year. Multi-year appointments: two to five years. Criteria and procedures for multi-year worked out by administration working with faculty and approved by 2/3 faculty governance vote. Notice for non-reappointment based on years of continuous service. None required for visiting and fixed multi-year. | Multi-year, but not visiting, faculty evaluated annually. | Professional development opportunities for full time faculty with 3+ years, but sabbaticals only for tenured. | Promotions possible for instructors and lecturers after eight years. | Eligible for merit pay. | No specific language found. | Multi-year treated equivalent to tenured, others based on years of service. Multi-year get recall rights. | If possible, will get locked office space. |

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| Northern Illinois University | Unit of temporary faculty only — instructors, lecturers, faculty assistants, temporary 0.5 FTE+. | Appointments made by department chairs. Optional three-year renewable appointments at discretion of colleges. Three-year appointments can be withdrawn based on financial exigency or reassignment of responsibilities to tenure track faculty. If on secondary rather than primary roster, limited to five years. | Annual evaluations. If below average twice in three years, or rated unacceptable, then not eligible for reappointment. Three-year appointments based on evaluations. | No specific language found. | Rosters based on experience and evaluation determine hiring priority—primary roster better than secondary roster. | Increases for continuing faculty, minimum salaries, eligible for compression adjustments. | Implied that will participate in state retirement system. | Layoff order based on program need, then qualifications, with “roster” as secondary factor. Roster is a rank ordered list based on experience and evaluation. | No specific language found. |
| University of Hawai'i | Includes Lecturer Fee Schedule faculty, visiting faculty, externally funded positions. | In addition to annual appointments, if appointed to same position for five consecutive years, should be offered multi-year contracts. These “limited term contracts” are three-year contracts with rolling terms, which should be offered to lecturers who have taught for at least eight semesters over a seven-year period. Those on grant funded positions may also be appointed to limited term contract of up to three years. | Can participate in promotion, tenure, contract renewal committees. | Only tenured eligible for sabbaticals. | Employer is encouraged to make every effort to convert temporary positions to tenure track positions if state fully funds and there is evidence of consistent need by funding of the position for seven consecutive years. Time in temporary positions may count toward tenure if get tenure earning position. | All faculty get percentage increase that is negotiated. Special lecturer fee schedule exists if paid per course. | No specific language found. | Part-time and temporary laid off before tenure track and tenured. Seniority counts within a group. | No specific language found. |
| Governors State University, IL | Includes instructors (only tenure track ABD pending completion of degree) and lecturers. | Term appointments based on specified reasons only, normally 2+ trimester appointments. Two-year renewable contract after fifth year with satisfactory evaluations. Roster based on evaluation, length of contract, seniority, to determine preference in appointments. Workload credits can include some service activities, and one planning unit for every course prep over six different three-credit courses. | Evaluation after one term, written. If unsatisfactory, can appeal. | Tuition waivers for employee and for survivors if die while employed. | If a tenure track vacancy exists, those in lecturer positions will be granted preliminary interview. | Increases for continuing faculty, eligible for merit increases. Minimum salary based on experience. | No specific language found. | Layoff order based on service, but tenured and probationary get preference over temporary. Some rights to help with finding equivalent employment. | No specific language found. |
| Illinois State University, Non-Tenure Track Faculty | Includes all non-tenure track faculty except “short-term.” | Term and “status” appointments. | Annual for probationary, every third year or more frequently for “status.” | Tuition waivers. | After ten consecutive semesters, or ten semesters within ten years, become “status” faculty. If fail to complete probationary period, ineligible for future employment. | Regular salary increases for continuing faculty. Longevity increases, higher salaries if “status.” Minimum salaries based on highest degree. | No specific language found. | Under layoff conditions, assignments based on department need, then qualifications and seniority order among status faculty, then other faculty. | No specific language found. |

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| Northeastern Illinois University | Includes full-time instructors after complete 15 credit hours with evaluations at least satisfactory. | Can grieve assignments, credit unit values. Reemployment rosters for instructors—must apply, must have satisfactory evaluations. | Evaluations annually, including observation by a teaching professional or instructor with 5+ years experience. Can grieve an unsatisfactory evaluation. After probationary period of five years, if get an unsatisfactory evaluation, placed on probation. If again unsatisfactory, removed from roster. | Sabbaticals only for tenured/tenure track. Educational leave for full-time instructors after five years. One for every 25 instructors. | If vacancies available for new positions, advertised and unit members given opportunity for interview. | Regular salary increases for continuing faculty, minimum salaries. | No specific language found. | Tenured get preference over all others in layoff order. After that, based on seniority and qualifications. | Will try to provide office space. May have "virtual" office hours. |
| University of Massachusetts | Includes research professors, visiting faculty after two years. | 50 percent of specified positions will be multi-year. To get multi-year contract must have completed at least six years full-time continuing service. | No specific language found. | Professional development funds available. Tuition waivers. | Possible to convert non-tenure track to tenure track positions. | Minimum salaries. Can appeal unsatisfactory decision on merit. | No specific language found. | Temporary laid off prior to probationary or tenured. Seniority within group. Try to provide 16 weeks notice to bargaining unit members and try to locate alternative employment. Can be on recall list. | No specific language found. |
| Lake Michigan College, MI | All full-time instructors, excluding adjuncts. | Appointments can be for one to five years. Length determined by written contract. Reverts to one year if placed on "plan of assistance." No automatic right of reappointment beyond term. Notice for termination given at expiration of contract. | Annual evaluation, including peer component. | Tuition waivers. | Vacancies posted internally first, get preference if qualified. | Salary schedule, increases for continuing faculty, depends of fully meeting performance expectations. | No specific language found. | Temporary laid off before tenured/tenure-track. Some recall rights. | No specific language found. |
| University of Michigan, Lecturers | All non-tenure track instructional staff. | Lecturer I and II paid per course, III and IV paid on salary rate and duties include admin/service. | For L-1s: appointment on contingency basis, after three consecutive years, evaluation with a major review for appointment with renewal status. If successful will be L-II with presumption of renewal. L-IIs: major evaluation every three years, renewal unless fail to meet performance standards. L-I appointed annually first four years, if successful, future appointments for three to five years and become a L-IV. L-IVs: renewal unless fail to meet performance standards. | Equity to tenure track for courses, workshops, grants, etc. Grants for course development are available. | Promotions to different levels, see evaluations. | Promotion increases, increases for successful reviews. | TIAA/CREF or Fidelity plan, employer pays ten percent, employee five percent of salary. | Layoff based on seniority. Have recall rights, notice requirements. | Office and desk space, computer. |
| Kendall College, MI | All teaching faculty. | Ranked term appointments for fixed number semesters, not to exceed ten. | Annual evaluations, peer committees of tenured faculty only. | Sabbaticals and tuition waivers only tenured/tenure track. | Implied that there are ranks. | Minimum salaries by rank. | No contribution by employer except for tenured/tenure track. | Adjuncts laid off before full-time, term before tenure track. Some recall rights. | No specific language found. |

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| Montana State University-Billings | 0.5 FTE or greater visiting, adjuncts, fixed term, and lecturers. | All these appointments lapse at end of fiscal year or specified term. Fixed term—maximum of three years. University lecturer appointments are one-year, renewable. First year is probationary, after 1st year termination must be for cause. Tenure track can request to convert to university lecturer. Responsibilities are no less than 12 credits/term, undergrad. Advising, and committees at dept and college level only. Adjuncts: tenured or lecturers may request to convert to adjunct. | Annual performance reviews based on position description. Article 9.261 describes content of position descriptions for different groups. | Sabbaticals only for tenured. | Not eligible for rank promotion. | Salary based on schedule with experience and degree determining minimum. Eligible for merit and market. | Retirement as for other faculty based on FTE. | Tenured have preference over all others in layoff order. Then based on seniority and qualifications. Only tenured have recall rights. | Offices for all faculty. |
| University of Montana-Western, Faculty | All faculty with academic rank who teach 7+ credit hours/semester. | Non-tenurable positions include adjunct, research, acting, visiting and lecturer. MOU about a new lecturer category. | At discretion of administration using unit standards. | Not specifically limited to tenured. | May be moved to tenurable under certain conditions. | Criteria for rank and salary same as regular new faculty. | No specific language found. | Provisions apply to tenured only. | No specific language found. |
| University of Nebraska, Omaha | All 1.0 FTE academic employees, including lecturer, instructor, research associate. If have a special appointment and are reappointed then become a continuing unit member. | Special appointments are described with specific conditions for use. If hold an appointment for 6+ years, get 12 months notice of termination. | Annual evaluation for all. | Eligible for a scholarship program. | No specific language found. | Eligible for increases if performance satisfactory or above. Eligible for merit. | Eligible for all benefits including retirement. | Tenured and tenure earning get preference over special appointments. Only tenured/tenure earning have recall rights. | All get office space, access to computer. |
| Council of New Jersey State College Locals | Includes all teaching faculty except adjuncts. | Full-time may initially be appointed for two to three years, with continued employment after performance review. Visiting faculty maximum three years. For temporary faculty, notice is based on years of experience, going up to 195 days if 2+ years experience. If a multi-year contract is given nonrenewal notice, must give reasons in writing. If one-year appointment, may request reasons in writing. Units can establish two- or three-year non-renewable teaching appointments, but no more than three percent of regular FT faculty lines. | Annual evaluation, which determines reappointment. | Tuition reimbursement. Sabbaticals only for tenured. | No specific language found. | Increases for continuing faculty. Same as for other full-time faculty. Not excluded from merit increases. | Same as for other full-time. | Among the non-tenure earning, multi-year get 180 days notice. Order based on seniority. Recall rights only until contract period is up. | No specific language found. |

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| Rider University, NJ | All FT, including adjuncts, except funded by contract with outside agency. | Lecturers are on year-to-year contracts, not to exceed six years. Instructor is a pre-probationary rank, used for ABDs. Can have up to two annual appointments. If get terminal degree, promoted to assistant professor. "Acting" are temporary full-time, visiting are faculty from other institutions, maximum one year. Detailed provisions on reappointment of non-tenured. | Evaluations for reappointment. In 3rd year, comprehensive evaluation comparable to consideration of promotion to assistant professor. Determines if retained. After six years, must achieve promotion to tenured associate or receive terminal contract. Evaluations are done only by tenured/tenure track faculty. An appeals process exists. | Tuition remission plan. | Searches for vacancies can be waived if want to hire "acting" member of faculty. If appointed to tenure track, service may count toward tenure years. | Eligible for increases, no clear minimum for lecturers, but minimum by rank for instructors. | Regular benefits including 403B retirement plan. | No specific language found. | Office space for all FT staff. |
| Hofstra University, NY | Includes all FT faculty including regular adjuncts teaching at least six hours/year for 2+ of last four years. | Committees examine qualifications for all initial FT appointments—regular and adjunct. Adjuncts get "listed status" after eight semesters, then get priority in appointments. Special appointments (used for temporary replacements, possible elimination of program, reservations about qualifications) get notice of non-renewal after >1 consecutive special appointment. | Annual evaluations for reappointments. | Tuition waivers. | No specific language found. | Salary increases for all continuing members, minimum salaries by rank. | All FT get TIAA-CREF plan, after one year of service if on special appointment. | Opportunity to apply for other positions. Tenured get preference, then non-tenured FT, then adjuncts. Seniority within groups. Notice if >2 years experience. Some recall rights for non-tenured. | Each FT gets office and computer. |
| City University of New York | Includes adjuncts, lecturers, instructors. | Many provisions of contract not applicable if a continuing education teacher, "resident" series, or visiting. Distinguished lecturer: FT non-tenure earning, with annual appointments, maximum of five years, and maximum 80 university-wide. Lecturer: tenure earning, eligible upon sixth FT appointment after five continuous FT years, to get certificate of continuous employment, valid only in college of appointment, guaranteeing reappointment subject to continued satisfactory performance, stability in academic program, and sufficient registration. | Lecturers will not be denied reappointment on basis of incompetence unless evaluated at least three semesters and two of last four indicate unsatisfactory performance. | Eligible for research awards. Tuition waivers. | Time as an instructor or lecturer can count toward tenure. | Salary schedule applicable after 11 months service. | Benefits include TIAA/CREF. | No specific language found. | To extent possible, desk and 120 sf office space. |

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| Kent State University, Non-Tenure Track Faculty, OH | All FT non-tenure track funded from university funds, including lecturer, instructor, assistant to full professor, excluding adjuncts. | Renewals contingent on performance, needs and resources. No rights to reappointment as routine or regular condition of employment. Notice by May 1 for next year if possible. After third year review is successful, eligible for three-year term appointments conditioned only on continued satisfactory performance/ need/resources. Notice by March 1 for non-renewal. | Workload should allow to meet criteria for third year full performance reviews. | Eligible for professional development funds. Can get three credit professional development assignment. Tuition waivers. | Promoted if get terminal degree. No advantage in consideration for tenure track positions. | Get increase only for portion that is in regular budget, for continuing faculty. Minimum salaries at each rank. Eligible for Career Advancement Recognition Increments, based on 3rd year reviews, and performance-based bonuses. | Get State Teachers Retirement System or alternative, paid by university. | Regular procedures are only for tenure track, but some efforts to be made to protect employees by encouraging release of those NOT in CBU. | Instructional support services, when possible, including office space, instructional equipment and supplies, clerical support. Inclusion encouraged, when possible, on governance committees making recommendations on instructional issues. |
| University of Cincinnati, OH | Includes those appointed annually at 65 percent FTE or greater, with qualifiers of field service, adjunct, research, clinical—all non-tenure track. | Appointments are normally based on academic unit faculty recommendation. Instructors are appointed for one to two years, reappointed for maximum of seven years. | No specific language found. | Professional development leave—temporary faculty not excluded. | No specific language found. | Salary increase for continuing faculty. Eligible for bonuses based on performance. | State Retirement System with same contribution as regular faculty. | Tenured get preference, then FT non-tenure track, then PT. Recall rights only for tenured, but some rights for non-tenured. | No specific language found. |
| University of Toledo, Non-tenured Faculty | All FT non-tenure track, including visiting faculty with > 3 years, lecturers, and clinical lecturers, certain PT. | Assignments can include advising, curriculum development, service. | Annual evaluations. Lowest rank can be terminated after one unsatisfactory evaluation, associates after two, senior after two in five years. Classroom observation includes a senior or associate lecturer if available. Can request reconsideration with union assistance. | Tuition waivers. | Ranks based on years of service. | Salary increases for continuing faculty, minimum salaries. | State Retirement System with same contribution as regular faculty or alternate plan, 403B. | Tenured, tenure track get preference, then this bargaining unit, then PT and visitors. Within union, based on seniority. Two months notice, some recall rights. | No specific language found. |
| Youngstown State University, OH | All with "earned faculty rank" including term and degree completion appointments, excluding extended teaching services appointments. | Term contracts—instructor or assistant professor, renewed indefinitely. Limits on visiting faculty. | Evaluated every semester. | No specific language found. | Not eligible for promotion to associate. | Salary increases for continuing faculty, minimum salaries. Increases for degree completion. | Pay employee contribution to retirement system as salary reduction, or ten percent salary to alternate retirement plan. | Tenured get preference over other full-time, then part-time. Recall rights for 3 years, last fired, first hired. Seniority as full-time faculty is basis for preference among this group. | No specific language found. |