

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

