

Alternative Contracts for 10-Month Faculty

Unless otherwise noted in the contract, full-time (10-month) appointments are made for a period of one academic year. In general, whatever their appointment period, faculty are expected to be on duty during the entirety of the semesters or terms for which they are appointed, including but not limited to attending faculty meetings, administering final examinations, attending commencement ceremonies, and submitting final grades.

However, 10-month faculty may also be appointed for "alternative" contractual periods that consist of two semesters or their equivalent. Rather than the traditional academic year consisting of the fall and spring semesters, this alternative period may be comprised of only one of those semesters plus duties during summer sessions equivalent to a single semester. The following provisions apply in such cases:

- No tenured or tenure-track full-time faculty member may be appointed to an alternative contractual period without their consent. A minimum of six-month advance notice shall be provided to a faculty member selected for an alternative contractual period. The date of the new alternative contract will be used to determine notification requirements.
- Faculty are typically eligible for an alternative contract only once every four years. However, program requirements may create a need for faculty to work on alternative contracts more frequently.
- Faculty appointed to an alternative contractual period will receive the same salary as they would have received had they been appointed to regular fall and spring semester sessions.
- Faculty appointed to an alternative contractual period will be regarded as regular, full-time faculty for all personnel and fiscal purposes, including accrued seniority, years served toward tenure, health coverage, retirement, and other fringe benefits.
- Full-time faculty members who have an alternative contract are eligible to work during an "off-term" time period and earn extra compensation. For example, a faculty member who is appointed for the fall semester and the summer sessions will be eligible for employment, including research employment, during the spring semester, but the faculty member's salary rate neither may exceed the weekly equivalent (1/39th) of the normal academic year salary of the individual nor may the total in the "off-term" exceed (13/39=1/3) of the normal academic year salary. The salaries of full-time faculty members during the "off-term" period are calculated according to a step-by-rank schedule available from the Office of the Provost and Executive Vice President for Academic Affairs.

- Approved by the Board of Visitors
June 18, 1998
- Transitioned to University-Level Policy
December 10, 2021

Commented [A1]: Dean's Policy Review Complete
Completed AALT review
Ready for Faculty Senate Review

This entire policy is about alternative contracts for 10-month faculty. We changed the name to reflect the actual content of this policy. This is not about possible other contracts for faculty, such as 11 or 12 month contracts.

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Deleted: Unless otherwise noted on in the contract, full-time and research faculty appointments are made for a period of one academic year. In the most common case, when faculty are appointed for the fall and spring semesters, they are expected to be on duty from the first faculty meeting of the academic year through spring commencement, except for holidays noted in the university academic calendar; this period is approximately nine months.

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Deleted: as set forth in the ODU Teaching and Research Faculty Handbook section entitled "Extra Compensation in 'Off-Term' Sessions."

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