

## **ARTICLE XII CONTINUING CONTRACT**

### **Section 1. Definition**

A. A continuing contract is defined as a continuing term of employment (not requiring annual or biannual renewal) with yearly salary adjustments as set forth herein. Continuing contracts are subject to termination for just cause, retirement, or resignation, and may be suspended for retrenchment as described in Article XV.

B. Faculty who are awarded continuing contract status shall be afforded the following privileges:

1. Reduction in the required number of student evaluations as provided in Article XI.
2. An increase in maximum faculty development funds as provided in Article XVIII.

### **Section 2. Awarding of Continuing Contract.**

Faculty will be awarded continuing contract as follows:

- A. A faculty member who has held a full-service faculty appointment (not including full service temporary appointments) with Shawnee State University at least five complete and consecutive academic years and holds the rank of assistant professor.
- B. A faculty member who has held a full-service faculty appointment (not including full service temporary appointments) with Shawnee State University at least four complete and consecutive academic years and holds the rank of associate professor.
- C. A faculty member who has held a full-service faculty appointment (not including full service temporary appointments) with Shawnee State University at least two complete and consecutive academic years and holds the rank of professor.

Unpaid leaves do not break the consecutiveness of service but may not be considered a term of faculty appointment for this Article.

Paid professional leave is considered a term of faculty appointment.