

Conditions of Employment

Date

8/20

Conditions of employment for faculty members at the University of Southern Indiana are enumerated as follows:

1. Faculty members of the University of Southern Indiana are expected to be available for service at the University on the day specified in the contract unless special arrangements are made before that date with the dean of the college.
2. Eligible faculty members are required to participate in the retirement plan adopted by the University of Southern Indiana Board of Trustees as described in "Benefit Programs" (See Section C). Faculty members are requested to study this material with care.
3. Consideration for continuous appointment, granted by the Board of Trustees upon the recommendation of the president, is contingent upon the completion of no less than six years of full-time service with an accredited educational institution; ordinarily four years of this service must be at the University of Southern Indiana. Consideration for continuous appointment will be limited to individuals at the rank of assistant professor, assistant librarian, or higher.
4. In cases of non-reappointment for assistant professor, assistant librarian, or higher, dates of such notification are as follows:

Employees in their second year	December 31
Employees in their third year and beyond	One Year

In cases of non-reappointment for clinical assistant, clinical associate, or higher, dates of such notification are as follows:

Employees in their second year	December 31
Employees in their third year and beyond	One Year

The initial term contract for all clinical faculty, regardless of rank, is 2 years. In cases of non-reappointment for all other contract, full-time teaching faculty, and not on a conditional contract, notification are as follows:

Employees in their first or second year	Any Time
Employees in their third year or beyond	One Year

Contract full-time teaching faculty serving on a conditional reappointment, notice can be given at any time, but the faculty member remains employed for the duration of the existing employment contract.

5. Faculty members at the University of Southern Indiana are expected to conduct themselves in a professional manner.