

UNIVERSITY OF BALTIMORE

FACULTY MEMBER'S CONTRACT

Tenured / Tenure-Track Position

By this Agreement, the University of Baltimore ("the University"), an institution of the University System of Maryland, which is an agency of the State of Maryland, and [Name of Appointee] ("the Appointee") agree as follows:

The Appointee is appointed as [Rank] on a [full-time / part-time (_%)] basis, within the [Division] of the [School or College] subject to the provisions contained herein. This is a [tenured or tenure-track] position.

The beginning salary shall be in the amount of \$_____ for nine and one-half months (9.5) service per fiscal year.

This appointment is effective [Start Date] for an initial term of [__ year(s)] starting on that date and ending [End Date].

This appointment is governed by the applicable provisions in paragraphs I.C.1. through I.C.16 of the University System of Maryland Policy on Appointment, Rank, and Tenure of Faculty. Those paragraphs are hereby incorporated by reference into this Agreement. The Appointee acknowledges receipt of a copy of them. Additional copies are available to the Appointee upon request.

The progress towards tenure review to which the Appointee may be entitled will occur in **Academic Year** ____ - ____ unless the date is changed pursuant to institutional policy or by mutual agreement between the Appointee and the University. If the Appointee's appointment is extended up to a sixth year of continuous full-time service without tenure, the Appointee shall receive no later than during that sixth year, **Academic Year** ____ - ____, a formal review for tenure, unless the date is changed pursuant to institutional policy or by mutual agreement between the Appointee and the University.

The Appointee shall be subject to all applicable policies and procedures duly adopted or amended from time to time by the University or the University System of Maryland. Except as provided in paragraph 4 above, such policies and procedures are not incorporated into this Agreement and are subject to change. The University agrees that if it changes a policy or procedure, it will not deprive the Appointee of any monetary payment the right to which has accrued under the previous policy or procedure. Such changes will be made in accordance with all applicable established procedures of the University System of Maryland and the University.

We have also agreed to the following additional terms: *[This paragraph is optional.]*

- 1.
- 2.
- 3.

[Additional terms may not be inconsistent with paragraphs 1-5 and 7-10 of the Agreement and may not be inconsistent with the policies and procedures to which the Appointee is subject pursuant to paragraph 5 of the Agreement.]

The Appointee agrees to provide the University certified copies of transcripts reflecting the award of degrees listed as received on the Appointee's curriculum vitae. The Appointee further agrees to provide to the University evidence of employability as required by the United States Immigration Laws (INS Form I-9). The Appointee also agrees that employment is terminable by the University if the aforementioned evidence is not provided.

The terms and conditions stated above constitute the entire agreement between the Appointee and the University. This Agreement may not be modified except by means of a written amendment to this Agreement signed by the Appointee and an authorized official of the University.

This Agreement shall be construed according to the laws of the State of Maryland.

This offer of appointment expires if a signed original is not returned to the University by [Date].

Darlene Brannigan Smith, Executive Vice President & Provost

Date

ACCEPTED:

[Appointee]

Date