



# NORTHWEST FLORIDA STATE COLLEGE

## Memo

To: Board of Trustees

From: Dr. Devin Stephenson, President

Date: March 28, 2023

Re: Revising TL 14.00 Employment Contracts for Full-time Faculty and Creating TL 20.00 and TL 21.00

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The College recommends revising TL 14.00 Employment Contracts for Full-time Faculty. The policy as it is currently written wraps together three distinct policy topics that should be treated separately for clarity and ease of revision over time: (1) faculty contract types and how to receive or be dismissed from different types of faculty contract types; (2) academic ranks; and (3) criteria for student success, which relates to faculty receiving or being dismissed from a contract but also relates to other College operations.

Our recommended revision accomplishes three goals:

- (1) Clarifying in TL 14.00 the types of faculty contracts and how to receive or be dismissed from such contracts and providing that the procedures for receiving or being dismissed from such contracts must be memorialized in the Faculty Handbook and reviewed annually;
- (2) Separating from TL 14.00 and placing into the new TL 20.00 the separate topic of defining academic ranks; and
- (3) Separating from TL 14.00 and placing into the new TL 21.00 the criteria for measuring student success, which supports the assessment of programs, continuous improvement efforts, and faculty evaluation.

This TL 14.00 revision results in the following three policies, each of which may be independently reviewed and revised over time to match applicable Florida law and changes in College operations:

- TL 14.00 Full-time Faculty Contracts (revision)
- TL 20.00 Academic Ranks (new)
- TL 21.00 Criteria to Measure Student Success (new)

The proposed revisions of TL 14.00 into three policies create maximum flexibility and clarity for the College and also clearly delineate policy from procedure and emphasize the purposes of each element of TL 14.00.