APPENDIX B
School of Medicine
Policy for Extended Contracts for
Fulltime Ranked Non-Regular Faculty

In compliance with the Collected Rules and Regulations of the University of Missouri, 310.035, Section H, the School of Medicine will offer extended employment contracts to fulltime, ranked, non-regular faculty (NTT). CRR310.035 states:

*NTT faculty appointments shall begin at a specified date and terminate at a specified date. Such appointments are usually for a period of one academic year but may be for a longer or shorter period, except no single term appointment shall be for a period longer than three years. Such three-year appointments should be reserved for the highest qualified, highest performing NTT faculty members.*

Highest qualified, highest performing NTT faculty members will be defined as those individuals who have received positive annual evaluations and an exemplary formal departmental review (before completion of the third year as a member of the faculty for those appointed as Assistant Professors, the second year for Associate Professors and the first year for Professors, in the non-tenure Clinical, Professional Practice, Research or Teaching tracks).

Following the above guidelines, and the Bylaws and Rules of the School of Medicine, an extended contract may be considered as follows:

- **Assistant Professor of Clinical Department, Assistant Professional Practice Professor, Assistant Research Professor or Assistant Teaching Professor**: At the end of year three, an extended contract may be offered for two years.
- **Associate Professor of Clinical Department, Associate Professional Practice Professor, Associate Research Professor or Associate Teaching Professor**: At the end of year two, an extended contract may be offered up to three years.
- **Professor of Clinical Department, Professional Practice Professor, Research Professor or Teaching Professor**: At the end of the first year, an extended contract may be offered up to three years.

Extended contracts may not be offered at the date of hiring (except in the case of Conrad hires).

After a faculty member has been approved for an extended contract, the faculty member will continue to receive annual evaluations. At the subsequent annual evaluations after an extended contract has been offered, a decision must be made by the department chair whether to add an additional year to the extended contract. No contract will extend automatically. The faculty member must be informed annually of the status of his/her contract.

Extended contracts apply to the term of employment only. Base salary remains negotiable on an academic year basis. An extended contract can be terminated before the stated ending date only
under applicable University Rules and Regulations.

All extended contracts must be recommended by the Chair and approved by the Dean or his/her designee.

Questions regarding this policy should be referred to the Senior Associate Dean for Faculty Affairs.