

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION  
Policy and Procedures Manual

SUBJECT: PERSONNEL

Section: 711.3 ~~Pilot Program on~~ Multiple-Year Contracts for Non-Tenure Track Faculty  
*Effective January 20, 2005; Issued: February 1, 2005*

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**Board Policy:**

1. ~~This policy is adopted as an exception to Policy 711.1, on a temporary, pilot, basis. This policy will expire by its own terms without further action by the Board of Regents on April 1, 2008. Up to the date of expiration,~~ This policy allows for the entering into of multiple-year contracts for non-tenure track faculty under the terms set forth herein.

2. This policy may be used by all units of the Montana University System. Units subject to collective bargaining may bargain for multiple-year contracts but only to the extent allowed by this policy.

3. Employees on campuses to which this policy applies may be hired for periods of more than one year, but no more than ~~three~~ five years, subject to the following express conditions:

a. Such employees are faculty but not tenure-track employees.

b. The position for which the employee is being employed is one that has been identified, through appropriate campus procedures, for a multiple-year contract.

c. ~~The total of all multiple-year contracts per campus does not exceed ten percent of the number of non-tenure-track faculty employed on the campus, exclusive of nursing programs, during the fall semester of 2004. For nursing programs, the total of all multiple-year contracts shall not exceed twenty five percent of the number of non-tenure track faculty employed in that program during the fall semester of 2004. Nothing in this policy prohibits a campus from terminating the contract of a non-tenure track faculty member for reasons of cause, or financial exigency of that campus, or discontinuance or reduction of a program or department of instruction, or any other reasons that are not in violation of express Regents policy or state law.~~

d. The form of multiple-year contracts must be approved by the Commissioner of Higher Education. All multiple-year faculty appointments must be reported to OCHE and approved by the Board of Regents in accordance with normal reporting and approval requirements.

4. ~~The Commissioner of Higher Education will report to the Board of Regents with respect to the use of and continued need for this policy prior to its expiration.~~

**History:**

Approval of Pilot Program on Multiple-Year Contracts for Non-Tenure Track Faculty (New), approved January 20, 2005, ITEM 126-104-R0105.