FAIRFIELD UNIVERSITY
FAIRFIELD, CONNECTICUT

Office of the President

FACULTY CONTRACT

Agreement, made this _________________ day of _______________________ between Fairfield University, hereinafter called the University, party of the first part, and _______________________________ hereinafter called the Faculty Member, party of the second part.

Witnesseth:

First: The University appoints and employs the Faculty Member as a full-time _______________________________ and the Faculty Member hereby accepts the said appointment and employment, to commence on the date of _________________________ and to terminate on the date of ___________________________ upon the terms and condition hereinafter stated.

Second: The services rendered by the Faculty Member shall be in conformity with the established policy of the University, and shall be subject at all times to the general control and supervision of the President, Senior Vice President for Academic Affairs, and Dean. In addition to the work of necessary teaching and classroom work incident thereto, these services shall include the preparation of examination papers, both for the original and for re-examinations, and the correction and proctoring of examinations. They shall include also the customary conferences with students, regular participation in academic functions, direction and reading of term papers and theses, attendance at Faculty and Departmental meetings, assisting in the direction of extra-curricular activities and such other incidental services as, in the judgment of the President, Senior Vice President for Academic Affairs, and dean, the needs of the University required.

Third: This service shall require the Faculty Member to devote his/her entire working time to the teaching hereinafter specified and to his/her duties in the University. The Faculty Member shall maintain office hours in the University during the ordinary hours of the school day on days when the University is in session. He/she agrees not to accept employment of any sort outside the University or to engage in any business or professional enterprise without the written permission of the Dean, said written permission to be applied for annually during the term of the agreement and, if given, to be filed with and made part of this agreement. The Faculty Member, however may devote such portions of his/her time as may not interfere with the school duties, to lecturing, writing periodicals and publications of educational interest.

Fourth: Subject to the requirements of due process described in the Faculty Handbook, the University reserves the right to terminate a contract of a tenured faculty member or a non-tenured faculty member during the term of his or her contract if such faculty member has been convicted of a serious crime or has violated his or her contractual responsibilities to the University, or declines to renew a contract.
The University and the Faculty Member agree to uphold the rights and responsibilities of academic freedom, as formulated in the 1940 Statement of Principles endorsed by the AAUP and incorporating the 1970 interpretive comments. Academic freedom and responsibility are here defined as the liberty and obligation to study, to investigate, to present and interpret, and to discuss facts and ideas concerning all branches and fields of learning. No limitations are implied other than those required by generally accepted standards of responsible scholarship and by respect for the Catholic commitment of the institution as expressed in its mission statement. This statement provides that Fairfield University “welcomes those of all beliefs and traditions who share its concern for scholarship, justice, truth and freedom, and it values the diversity which their membership brings to the university community.”

The University also reserves the right to modify the financial terms of the contract if, during the period of its duration, the Faculty Member is by reason of illness or other reasons unable to perform his/her duties for a period longer than fifteen class days.

Fifth: The salary to be paid to the Faculty Member for his/her services as aforesaid shall be __________________________ payable in ______________ equal semi-monthly installments of __________________________ commencing on the ______________ day of __________________________ and concluding on the ______________ day of __________________________.

Salaries for the 2016-2017 contract year have been determined according to the budget approved by the Board of Trustees. The terms referred to in the Faculty Compensation Memo (Faculty Salary and Benefits, 2016-2017), will apply from September 1, 2016 and continue until June 1, 2017, except in the event of termination or non-renewal, in which case benefits will continue only until August 31 next or until all required salary premiums are paid in full. The individual Benefit Plan Documents control, and should be consulted for information regarding specific benefit details. Both the FACHEX plan and the Tuition Exchange Program are coordinated through the Office of the Dean of Enrollment.

Sixth: The Faculty Member accepts the following additional duties together with the specified payment beyond the base salary. These duties and payments may be cancelled by mutual agreement without detriment to other clauses of this contract.

Seventh: This contract shall be renewed upon the terms and conditions of the Faculty Compensation Memorandum for 2017-18.

In Witness Whereof, the University has caused its corporate seal to be hereto affixed and these presents to be signed by the President and the Faculty Member has hereunto set his/her hand the day and year first written above.

President __________________________ Date __________________________

Faculty Member __________________________ Date __________________________