

(The additions that we propose are in _____, and the words that would need to be omitted are in _____ font.)

Full-time and shared faculty appointments to all professorial ranks shall be made for a three-year period, the first year being a probationary one. Appointments to shared positions may be made for those whose areas of expertise are substantially interchangeable. Shared appointments to the faculty are designed to enable the College to hire and retain gifted professionals who may wish to teach less than full-time on a permanent basis. In order to fulfill the College's needs such appointments are made when two faculty members can fulfill the responsibilities of a single position _____, while allowing for flexibility between them in assigning responsibilities.

Faculty members in shared positions will be considered for tenure individually but _____ simultaneously as early as their sixth year or as late as their ninth year of service at the College. If one _____ tenured partner leaves the position, the remaining _____ partner will be granted an individual, _____, full time _____ appointment to the previously shared position; he or she may not retain his or her shared position in the absence of the other partner. The tenuring of partners for part-time employment on a shared appointment arrangement constitutes a special tenure situation limited to such contracts.

_____ We already have an instance of this in the College, but no handbook language to support it. Also, we have an opportunity for another such appointment. The overarching reason, however, is that the College must do all it can to recruit and retain the very best faculty. This gives us another tool to do this, by helping to recruit and retain faculty who have partners in the same discipline.