

Faculty Contract Conditions FY27

- A** Although you have had three or more years of prior full-time service as an assistant professor or above in other institutions of higher education, by acceptance of this contract you agree to a maximum probationary period of three years at Texas State, beginning September 1, 2026. Your advancement to tenure will be reviewed no later than the 2028-2029 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2028-2029 academic year, the subsequent contract will be the final contract.
- B** Since you have been credited with two years of prior full-time service as an assistant professor or above in other institutions of higher education, by acceptance of this contract you agree to a maximum probationary period of four years at Texas State, beginning September 1, 2026. Your advancement to tenure will be reviewed no later than the 2029-2030 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2029-2030 academic year, the subsequent contract will be the final contract.
- C** Since you have been credited with one year of prior full-time service as an assistant professor or above in other institutions of higher education, by acceptance of this contract you agree to a maximum probationary period of five years at Texas State beginning September 1, 2026. Your advancement to tenure will be reviewed no later than the 2030-2031 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2030-2031 academic year, the subsequent contract will be the final contract.
- D** Since you have been credited with no prior full-time service in an institution of higher education, by acceptance of this contract you agree to a maximum probationary period of six years at Texas State, beginning September 1, 2026. Your advancement to tenure will be reviewed no later than the 2031-2032 academic year. At the end of the academic year in which you go up for tenure, you will be notified if tenure is approved for subsequent contracts. If tenure is denied at the end of the 2031-2032 academic year, the subsequent contract will be the final contract.
- E** By mutual agreement, your previous full-time teaching experience at another institution will not be credited toward your probationary period at Texas State.
- F** **Terminal degree condition of employment:** This offer of employment is contingent upon proof of completion of the terminal degree by September 1, 2026.
- G** **Acquisition of work VISA:** This offer of employment is contingent upon the acquisition of an appropriate work VISA.
- H** **English language clause:** In accordance with a requirement of Texas law, Texas State has created a special assessment procedure and a program to ensure that all courses (with the exception of foreign languages) will be clearly taught in the English language. As a condition of your employment, you must be assessed, and you may be required to complete this program satisfactorily.

- I** For tenure-track faculty who do not hold the terminal degree at the time of hire: If the _____ degree is not completed prior to xx/xx/xx, you will be issued a terminal contract.
- J** **Foreign credentialing evaluation:** This offer of employment is contingent upon receipt of an official evaluation of all foreign transcripts by September 1, 2026.