

1. AN AGREEMENT FOR EMPLOYMENT AS FACULTY, 10TH OF JANUARY OF 2023, DR. JAMES CURTIS, JR.
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4. (AN) AGREEMENT EFFECTIVE THE DAY OF '10th of January of 2023'  
and is retroactive the '31st of December of 2013' IS ENTERED INTO BETWEEN 'Dr. James Curtis, Jr.'  
and 'Jecjef' UNIVERSITY (WITH TITLES INCLUSIVE OF "'Adjunct Professor',  
'Director', 'Minister'") (I.E. 'FACULTY'), FOR THE PURPOSES AND FOR THE REASONS AS SET FORTH BELOW:
5. WHEREAS, FACULTY IS CURRENTLY (POSTDOC) AND (VISITING) PROFESSOR IN  
THE DEPARTMENT OF 'Religious Studies' (OF) THE 'Internet Graduate Research Institute' ; AND
6. WHEREAS, FACULTY IS (CURRENTLY (POSTDOC) AND (VISITING) PROFESSOR) IN THE YEAR OF  
(THE PRELIMINARY) FACULTY CONTRACT AND (CONTINGENT ON) 'Dr. James Curtis, Jr.' HAS NOT (YET) BEEN  
CONSIDERED FOR PROMOTION AND TENURE; AND
7. WHEREAS, THE BEST INTERESTS OF 'Dr. James Curtis, Jr.' AND (... THE INSTITUTE) ARE THAT  
THE PROMOTION AND TENURE DECISION BE DEFERRED FOR A PERIOD OF TIME AND  
THEN BE CONSIDERED AS SET FORTH MORE FULLY BELOW;
8. NOW THEREFORE, 'Dr. James Curtis, Jr.' AND 'Jecjef' HEREBY AGREE:
9. 1. FACULTY (MAY REQUEST) AN EXTENSION OF (THE PRELIMINARY) PERIOD (AND  
TENURE) TRACK POSITION FOR '5' ADDITIONAL YEAR(S) FOR THE FOLLOWING
10. REASON (INCLUSIVE OF): "Demand for Employment (Factors Presently Unknown)', and 'Financial hardship'.
11. 2. DURING THIS PERIOD, ANNUAL RENEWAL IS DEPENDENT UPON  
SATISFACTORY ('S') PERFORMANCE AND IS SUBJECT TO THE RULES OF THE BOARD (AND/OR) 'VP of EF' .
12. 3. (TENURE TRACK) FACULTY WILL BE ELIGIBLE TO APPLY FOR TENURE IN THE FALL OF '2023' PURSUANT TO  
THE ('NORMAL') PROMOTION AND TENURE REVIEW PROCESS.  
4. IF THE DECISION IS MADE NOT TO GRANT PROMOTION AND TENURE, ...  
THEN FACULTY'S EMPLOYMENT WITH 'Jecjef' WILL TERMINATE IN (JUNE 30TH) OF '2027' . IF  
THE DECISION IS MADE TO GRANT PROMOTION AND TENURE, THEN  
THE 'NORMAL' PROCESS WILL BE FOLLOWED FOR A PROMOTION AND (A)  
TENURE CONTRACT FOR THE '2023' - '2024' ACADEMIC YEAR.
13. 5. FACULTY HAS BEEN ADVISED OF (THE) RIGHT TO SEEK LEGAL COUNSEL RELATING TO  
THIS AGREEMENT AND ITS EFFECT AND HAS HAD AMPLE TIME TO CONSIDER ITS CONSEQUENCES.
14. 6. THIS AGREEMENT WILL BE A PART OF ... (THE ARCHIVE), AND  
(THE) SALARY WILL BE DETERMINED PURSUANT TO THE 'NORMAL' ... PROCEDURES.
15. 7. THIS CONTRACT IS SUBJECT TO TERMINATION FOR (EITHER) DISCONTINUANCE OF THE PROGRAM (OF  
EMPLOYMENT), NONAPPROPRIATION, OR LOSS OF (INSTITUTE) FUNDS, OR OTHER FINANCIAL EXIGENCY.
16. 8. FACULTY RELEASES 'Jecjef' AND ITS ... OFFICERS AND AGENTS FROM ANY ALL DAMAGES, DEMANDS, CLAIMS, CAUSES OF ACTION,  
SUITS, GRIEVANCES AND ADMINISTRATIVE ACTIONS, WHETHER INTERNAL OR EXTERNAL, RELATING WHATSOEVER FOR MATTERS ARISING.  
OUT OF (THE) EMPLOYMENT AT 'Jecjef' UP TO THE DATE FACULTY SIGNS THIS AGREEMENT.
17. 9. THIS AGREEMENT IS AN INTEGRATED DOCUMENT AND REPRESENTS THE ENTIRE AGREEMENT... AND MODIFICATIONS OF THESE TERMS ...  
WITHOUT BEING EXPRESSLY WRITTEN (ARE DISCOURAGED).
18. 10. SIGNED BY (POSTDOC) AND (VISITING) PROFESSOR 'Dr. James Curtis, Jr. 10th of January of 2023'
19. 10.2 SIGNED BY UNIVERSITY (ASSISTANT) DEAN, (REPRESENTATIVE OF THE OFFICE OF THE PRESIDENT, I.E. VP), 2ND OF JANUARY OF 2018,  
VP OF EF.
20. .... ( FORMS\EMPL-AGR.WPDREVISED 11/\_\_/99), 8/11/2021 2021-08-11, \$0, FREE FACULTY EMPLOYMENT AGREEMENT  
TEMPLATE DOWNLOAD | TEMPLATES AT ALLBUSINESSTEMPLATES.COM, ... , JAMES 21419, CONTRACT@DRJAMESCURTISJRPHD.COM.

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