1.0 Reappointment of Probationary Faculty

After initial appointment, reappointments of academic personnel are made each year during the probationary period unless a determination not to reappoint a probationary academic employee is made in accordance with the provisions in the approved University Retention, Tenure and Promotion Policy and Procedures.

2.0 Probationary Period

The term probationary faculty member refers to a full-time faculty unit employee appointed with probationary status and serving a period of probation. A probationary period is the period of service, prior to the granting or denial of tenure, credited to a faculty member who has received a probationary appointment. The normal period of probation shall be six years of credited service or full-time probationary service. A year of service for a faculty unit employee in an academic year position is three (3) consecutive quarters of employment within an academic year. A year of service for a faculty unit employee in a twelve (12) month position is any consecutive twelve (12) months of full-time employment. A year of service for a faculty unit employee in a ten (10) month position is ten (10) months of full-time employment within a twelve (12) month period of time. The (10) months of required service for each twelve (12) month period shall be determined by the President upon appointment of the faculty unit member. For the purpose of calculating the probationary period, a year of service commences with the first fall term of appointment.

Any deviation from the normal six-year probationary period shall be the decision of the president following consideration of recommendations from the various levels of tenure review. Upon the request of a faculty unit employee to the President made no later than the first day of the leave of absence listed below, or any extension thereto, his/her probationary period shall be extended for the following duration and reasons:

a. A one (1) year extension of the probationary period when the employee is on a leave of absence for pregnancy/birth or adoption for one (1) year.

b. An extension of the probationary period for the duration of the leave when the employee is on a personal leave of absence without pay for one (1) or more full academic years.
c. A one (1) year extension of the probationary period when the employee is on a professional leave of absence without pay for two (2) or more academic years.

Upon the request of a faculty unit employee to the President made no later than thirty (30) days prior to the beginning of the academic term in which s/he is scheduled to return to work, his/her probationary period may be extended for one (1) academic year for the following absences of less than one (1) academic year:

a. Leave of absence for pregnancy/birth or adoption

b. Personal leave of absence without pay

c. Professional leave of absence without pay

d. Workers’ Compensation

e. Industrial Disability Leave

f. Nonindustrial Disability Leave

g. Paid sick leave.

A probationary faculty member shall be subject to the evaluation policy and procedures under the University Retention, Tenure, and Promotion Policy and Procedures. The president shall review and consider the evaluation recommendations and relevant material and make a final decision on retention. The president shall notify a probationary faculty member who has served fewer than two years of probation of the final decision on retention no later than February 15. The president shall notify a probationary faculty member who has served more than two years of probation of a final decision on retention, appointment with tenure, or a terminal year appointment no later than June 1. Official notification to a probationary faculty member of a terminal year appointment shall indicate that the faculty member has no further appointment rights. Terminal year appointments shall be limited to probationary faculty unit employees who have served a minimum of three years of probation. (See CBA, Sections 13.1 13.12)

3.0 Tenure

The term "tenure" refers to the right of a faculty member awarded tenure to continued permanent employment at the campus as a faculty member except when such employment is voluntarily terminated or terminated by the president pursuant to applicable laws and agreement.

A probationary faculty member is subject to a performance review for the purpose of award of tenure. The president shall review the performance review recommendations and relevant material and make a final decision as to the award or denial of tenure, and shall officially notify the probationary faculty member of the final decision on the award or denial of tenure no later than June 1. Tenure shall be effective at the beginning of the academic year succeeding the year in which tenure
is awarded. (See CBA, Sections 13.13 -13.20).

The contract refers to the campus policy on award of tenure upon initial appointment. To best of my knowledge we do not have a written policy in this regard. Recommend a referral by EC.