

MARKET HIRES

Section 1. Market Hire Non-Tenure Track Faculty (MHNTTF) who have accumulated five years of service to the college will receive conversion to a full tenured position and granted title of Professor. The year previous to the conversion of the MHNTTF, the MHNTTF must have received an excellent evaluation. The MHNTTF will not have to reapply for the full tenured position.

Section 2. In no case shall MHNTTF salary be diminished by conversion to tenure. This includes B+ contracts, if applicable. Salary may increase based on current compensation, work experience, years of service and degrees earned.

Section 3. Years employed as MHNTTF shall be counted toward years of service for grant-in-aid, sabbatical eligibility and seniority, as if the market hire had been tenure-track for those years. Promotions in rank/salary range are possible based on additional college credits/degrees.

Section 4. Upon conversion to tenured faculty, the standard two and one half percent (2.5%) raise will be awarded.

Section 5. Should a MHNTTF attain an additional degree before five years, he/she may convert to a tenure-track position if that would result in additional pay, without having to reapply for the position.

Section 6. All MHNTTF who complete evaluations shall be eligible for merit pay. MHNTTF shall be eligible for equity and any other salary increases that apply to