EMERGENCY/TEMPORARY HIRES APPLIED TO TENURE

Section 1. Faculty on temporary hire appointments serving full-time are eligible to participate in service work. Department Chairs should work with full-time temporary hires to identify department and college service opportunities.

Section 2. A bargaining unit member meeting all of the following criteria:
   1) was on a temporary hire appointment
   2) taught at least thirty (30) IUs in a one-year continuous period (consecutive fall and spring semesters) while on the temporary hire appointment
   3) performed service work while on the temporary hire appointment
   4) within two (2) academic years of the temporary hire appointment was subsequently hired into a tenure-track position

may elect to have the temporary appointment time counted toward tenure, up to a maximum of one year. The bargaining unit member makes this election by informing his/her Department Chair in writing within six months of hire in the tenure-track position. The Department Chair verifies the criteria and informs the appropriate Dean.

Section 3. A bargaining unit member meeting some but not all of the criteria in Section 2, may request to have temporary appointment time counted toward tenure via a written application to his/her Department Chair within six months of hire in the tenure-track position. The Department Chair will review and make a recommendation to the appropriate Dean who must make a written decision within thirty (30) calendar days.

Section 4. A Market Hire previously hired on an Emergency Hire meeting criteria 1, 2, and 3 of Section 2 may apply the time worked to advancing a tenure conversion per [Market Hires Article] of this Agreement, up to a maximum of one year.