EMERGENCY/TEMPORARY FACULTY APPOINTMENTS APPLIED TO TENURE (counter proposal CSN 12/18/2017)

Section 1. An individual who has been assigned to a temporary hire appointment and paid from state funds, who has taught at least thirty IUs in a one-year continuous assignment (fall and spring of the same academic year), and who is subsequently hired into a tenure-track position, may elect to request through application for consideration that already worked be counted toward tenure, up to a maximum of one year. Application shall be made through the department chair, recommended by the dean, recommended by the vice president academic affairs, and will require approval by the CSN president.

Section 2. Department Chairs should offer non-tenure track bargaining unit members serving full-time at CSN (such as emergency hires) the opportunity to participate in service work (such as college, department, or discipline-specific committees or events). If the non-tenure track bargaining unit member does participate, and is subsequently hired in a tenure-track position, he/she may elect to have the time already worked counted toward tenure, up to a maximum of one year.

Section 3. A non-tenure track bargaining unit member who was not properly given the opportunity to participate in service work and was subsequently hired in a tenure-track position, may elect to have the time already worked counted toward tenure, up to a maximum of one year, with no penalty in the tenure process on account of the missed service work.