

MARKET HIRES (3rd NFA proposal)

Market Factor Faculty, who have accumulated at a minimum five years of service to the college, shall be eligible for application for tenure. The faculty member seeking application shall be responsible to request consideration of years of service to be applied to the application for tenure.

Market Factor Faculty will be eligible for tenure and follow the process as outlined in the CSN Faculty Tenure Policy when applying for tenure. All Market Factor converted to tenure status shall be eligible for all forms of salary increase, including but not limited to COLA, Merit and Equity. Masters degrees earned prior to Market Factor status will also be factored into increases.

Upon approval of tenure, the faculty member will be awarded the two and a half percent increase (2.5%) applied to existing base contract (B contract base). The 2.5% salary adjustment is in addition to any legislative approved salary awards for the appropriate fiscal year.

The Market Factor Faculty will retain years of service from initial full-time hire date for consideration of sabbatical, seniority, and any other purposes relating to years of service.