

ARTICLE 15 – TENURE
OUTLINE

- 15.1 Policy, Definition and Effect of Tenure
 - A. Policy
 - B. Definition
 - C. Effect

- 15.2 Eligibility for Tenure

- 15.3 Criteria for Granting Tenure
 - A. General criteria, sources of development and consistency
 - B. College/unit general guidelines for developing criteria for granting tenure
 - C. Department/unit general guidelines for developing criteria for tenure
 - D. Specificity of the criteria for granting tenure and method of development
 - E. Three board criteria for granting tenure and definition of each
 - F. Basis for evaluating a tenure application
 - G. Method of providing criteria for granting tenure to an employee

- 15.4 Modification of Tenure Criteria
 - A. Modifying Tenure Criteria - method
 - B. Effect on Employees

- 15.5 Progress toward Tenure
 - A. Mentoring
 - B. Annual Review
 - C. Midterm Review - purpose
 - 1.-4. Procedures including format, contents, reviewers and results

- 15.6 Recommendations and Procedures for Granting Tenure
 - A. General requirements
 - B. Contents of the recommendation
 - C. Tenure Review - designation of the reviewers and purpose of the review
 - 1.-3. Procedures for the review including format, contents, reviewers and results
 - D. Material added to tenure and promotion file and employee's right to review and respond
 - E. Material that can be considered in making a tenure decision and the right of an employee to review and respond to same
 - F. One tenure and promotion file
 - G. One evaluation file
 - H. Limitation of the right of an employee to serve as a member of a tenure and promotion committee
 - I.-J. Tenure and Promotion committee review process
 - K. Definition of an employee's department/unit
 - L.-M. No tenure without following procedures

- 15.7 Tenure Decision
 - A. Time period for consideration for tenure
 - B.-C. Notification to employee of recommendation for or against granting tenure and employee's rights
 - D. Tenure consideration withdrawal by employee
 - E. Notice to the UFF

- 15.8 Other Considerations
 - A. Non Reappointment
 - B. Part-time service
 - C. Tenure-earning service credit withdrawal

- 15.9 Tenure upon Appointment

- 15.10 Leave

- 15.11 MOU - Polytechnic