

UFF Proposal – July 13, 2012

15.10 Former USF Polytechnic Tenure-Earning Employees

- A. In the case of tenure-earning employees hired by USF Polytechnic with an initial appointment beginning on August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied.
- B. In the case of former USF Polytechnic tenure-earning employees with one year or less service as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying the mid-tenure review for one year, except in A above.
- C. In the case of former USF Polytechnic tenure-earning employees with more than one and less than two years of service as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying their mid-tenure review for one year.
- D. In the case of former USF Polytechnic tenure-earning employees with two or more and less than three years of service as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying their mid-tenure review for up to two years.
- E. In the case of former USF Polytechnic tenure-earning employees who have successfully completed mid-tenure review as of August 7, 2012, the USF Tampa Tenure and Promotion Guidelines dated August 7, 1998 will be applied. These employees will be given the option of delaying their tenure application for up to two years.
- F. In all cases covered by B, C, and D above, former USF Polytechnic tenure-earning employees must indicate their exercise or non-exercise of their option to delay their mid-tenure review, or for employees covered by paragraph E above, their tenure application, by December 20, 2012. A form for this purpose will be supplied to all eligible employees by the university along with a copy of the applicable Tenure and Promotion Guidelines no later than August 31, 2012. In all cases covered by B, C, and D above, the exercise of an employee's option will automatically delay the tenure application by the same amount of time the mid-tenure review was delayed. However, in all cases, an employee may elect to apply earlier under other provisions of this contract.
- G. Former USF Polytechnic employees who were hired with years of credit toward tenure may extend their mid-tenure review and/or tenure application by utilizing the provisions specified in Article 15.6.c or through the provisions of this Article 15.10, but both provisions may not be utilized.
- H. This Article 15.10 applies only to former USF Polytechnic tenure-earning employees merging with the USF Tampa employees by operation of Senate Bill 1994 regardless of place of assignment that have not resigned, been given notice of non-reappointment, or denied tenure. A list of former USF Polytechnic tenure-earning employees covered by this Article 15.10 will be provided to the UFF by August 10, 2012.

FOR USF

K. J. [Signature]

DATE

13<sup>th</sup> July, 2012

FOR UFF

Robert F. Wilker

DATE

7-13-2012