

11.03 Tenure of Full-time Unit Members

- A. Tenure may be granted by the Employer on recommendation of the President of the College and shall relate only to the specific College and not the entire Community College System.
- B. Eligibility - Tenure Contracts
 - 1. The unit member must have served at least six (6) full years as a unit member, at least three (3) of which have been in that unit member's current job function.
 - 2. The unit member must have received other than unsatisfactory on that unit member's most recent summary evaluation.
- C. Procedures
 - 1. There shall be established by November 21 of each year a Unit Personnel Practices Committee elected by members of the unit. The size and composition of this Committee shall be determined by the President of the College or the President's designee and shall reflect, whenever possible, the ratio of teaching faculty to professional staff in the unit; provided, however, that a unit member shall not serve on the Committee during the year the unit member is a candidate for tenure. The Committee shall elect a chairperson.
 - 2. The appropriate Dean(s) shall notify all eligible unit members by October 1 of their sixth (6th) or later regular appointment that they may be considered for tenure during the academic year if otherwise eligible; provided that copies shall be forwarded to the immediate supervisor and to the Unit Personnel Practices Committee.
 - 3. The immediate supervisor and the Unit Personnel Practices Committee shall review all relevant material within the individual's official personnel file and shall forward recommendations for either tenure or a one (1) year terminal appointment to the appropriate Dean(s) by March 15th.
 - 4. The appropriate Dean(s) shall review the recommendations of the immediate supervisor and the Unit Personnel Practices Committee; and whenever practicable consult with the immediate supervisor and the Chair of said Committee; and thereafter shall forward the Dean's recommendations to the President of the College by April 15.
 - 5. The President of the College shall review the recommendations of the appropriate Dean(s) and shall forward the President's recommendation to the Employer by May 1. The unit member shall be notified of the President's recommendation within twenty (20) calendar days thereafter.
 - 6. A recommendation for a one (1) year terminal contract shall be accompanied by a statement of reasons.

11.04 Protection of Bargaining Unit Upon Appointment of Returning Administrators

Any unit member who assumes administrative duties outside the bargaining unit and subsequently returns to faculty or professional staff unit member status, shall, at the option of the President of the College or President's designee either: (1) be classified based upon the criteria used to classify newly hired unit members, taking into account: all previously accrued unit seniority; all relevant experience to date; current academic credentials and licensure; and rank achieved prior to assuming the administrative appoint-