(Attachment to Resolution #16-04/05-FA)

Amendment to Appendix J
Sections IV.E.5, IV.G.3. and IV.G.4
April 26, 2005

IV.E.5. The President may award ~~early~~ tenure to a faculty unit employee~~s for reasons above and beyond the standard RTP criteria of merit and whose tenure would constitute a clear advantage to the University~~ prior to him/her having fulfilled the time in service requirements for such consideration if the following criteria are met:

a) Such consideration is initiated by the faculty unit employee's department or equivalent unit or by the faculty member with the knowledge of his/her department or unit.
b) The faculty unit employee demonstrates clear evidence that s/he has achieved, before the normal probationary period, a record of accomplishment that meets the standards and level of performance for tenure indicated in this appendix.
~~a)~~c) The length and breadth of the faculty unit employee's service are sufficient to provide a high expectation that the prior patterns of achievement and contribution will continue. 13.18

IV.G.3. A probationary faculty unit employee shall normally be considered for promotion at the same time s/he is considered for tenure. In cases where a probationary faculty unit employee is being considered for promotion and tenure prior to him/her having fulfilled the time in service requirements for such consideration, the same criteria shall apply for promotion as those identified relative to tenure under IV.E.5.a)-c) above. 14.2

IV.G.4 A faculty unit employee may be promoted to Professor, librarian equivalent, or SSP-AR Level III, prior to having satisfied the service requirements of provision 14.3 of the CBA. In such cases, the following criteria must be met:

a) Such consideration receives a positive recommendation from the faculty unit employee's department or equivalent unit.
b) The faculty unit employee demonstrates clear evidence that s/he has achieved, before the time in service requirements for promotion, a record of accomplishment that meets the standards and level of performance for rank indicated in this appendix.
c) The length and breadth of the faculty unit employee's service are sufficient to provide a high expectation that the prior patterns of achievement and contribution will continue. 14.~~3~~4

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