

EMERGENCY/TEMPORARY HIRES APPLIED TO TENURE

Section 1. Faculty on temporary hire appointments serving full-time are eligible to participate in service work. Department Chairs should work with full-time temporary hires to identify department and college service opportunities.

Section 2. A bargaining unit member meeting all of the following criteria:

- 1) was on a temporary hire appointment
- 2) taught at least thirty (30) IUs in a one-year continuous period (consecutive fall and spring semesters) while on the temporary hire appointment
- 3) performed service work while on the temporary hire appointment
- 4) within two (2) academic years of the temporary hire appointment was subsequently hired into a tenure-track position

may elect to have the temporary appointment time counted toward tenure, up to a maximum of one year. The bargaining unit member makes this election by informing his/her Department Chair in writing within six months of hire in the tenure-track position. The Department Chair verifies the criteria and informs the appropriate Dean.

Section 3. A bargaining unit member meeting some but not all of the criteria in Section 2, may request to have temporary appointment time counted toward tenure via a written application to his/her Department Chair within six months of hire in the tenure-track position. The Department Chair will review and make a recommendation to the appropriate Dean who must make a written decision within thirty (30) calendar days.

Section 4. A Market Hire previously hired on an Emergency Hire meeting criteria 1, 2, and 3 of Section 2 may apply the time worked to advancing a tenure conversion per [Market Hires Article] of this Agreement, up to a maximum of one year.