

Charting the Future Mandated Changes Due to Restructuring

SENATE ACTION FORM #879
Approved by the President 5-23-05

3-3-301 Faculty Status **Title 3: University Regulations** **Article 3: Faculty** **Part 3: Academic Rank and Titles**

- ~~(1) Administrative/professional exempt staff employees other than those faculty employed in administrative positions under provisions of 3-3-302 who were employed by the University of Northern Colorado in a faculty position with tenure immediately prior to the administrative/professional staff appointment shall retain all rights to faculty tenure for a period not to exceed sixty (60) calendar months or five (5) full consecutive academic years, whichever is longer. If employment in the administrative/professional position continues beyond such period of time the employee shall, as a condition of such continued administrative/professional employment, relinquish and waive all rights to faculty tenure except as provided in b. below. This policy shall not apply to persons employed at the University of Northern Colorado during the 1987-88 academic year.~~

~~Those employees who serve in the administrative/professional position for less than such period shall, upon completion of the administrative/professional employment, be entitled to return to a tenured faculty position of like rank and status as that which the person held at the time of commencement of the administrative/professional employment. The terms and conditions of employment shall be those that are established by University policies, regulations and procedures that exist at the time that the individual returns to tenured faculty employment, provided the individual returns to such employment immediately after completion of the administrative/professional employment, excluding any periods of authorized leave. The salary for the tenured faculty position shall be as established for the position under the then current University faculty salary determination methodology. (See Title 3, Article 3, Part 7, Faculty Salaries)~~

- ~~(2) Persons who are hired into administrative/professional positions and who were not employed by the University of Northern Colorado in the tenured faculty position immediately preceding their administrative/professional appointment, and who are accorded tenure at the University of Northern Colorado, shall, upon the cessation of their administrative/professional employment, other than for good cause, be entitled to a pre-emptive right to any available position in the department to which their tenure has been assigned, provided that they have maintained currency in their academic discipline as determined by the University. This policy shall not apply to persons employed at the University of Northern Colorado during the 1987-88 academic year.~~

~~No person shall be accorded tenure rights under this section who has not been approved for tenure at the University of Northern Colorado in accordance with established University tenure policies, regulations and procedures. For the purpose of this section "available position" shall mean any vacant, state funded, full-time faculty position within the designated department which has been authorized to be filled. Each department shall notify administrative/professional employees with tenure rights in the department, as established under this section, of any potential available positions. Such notice shall be given not less than seven calendar days prior to advertising the position under the University hiring procedures. Such notification shall be given as a matter of courtesy and not of right and the University shall not be obligated for any damages or claims as a result of failure to give the notice on time or at all. Such notification shall be given as long as the tenure rights as provided in this paragraph exist. An administrative/professional employee desiring to exercise a pre-emptive right under this section to any position shall notify the department chair no later than the last date designated for receipt of applications for the position. The tenure rights accorded under this section shall exist for 365 calendar days after cessation of administrative employment.~~

- ~~(3) Notwithstanding the foregoing, all administrative/professional employees having been offered or holding tenure on July 1, 1986, shall be treated as having the right to return to a faculty position as provided in paragraph a., above, regardless of the duration of their service in their administrative/professional position. Time in service as an administrative/professional staff member shall be counted toward accrual of sabbatic leave rights.~~

RENUMBER SECTIONS 3-3-302 THROUGH 3-3-1001