

METROPOLITAN COMMUNITY COLLEGE

BOARD POLICY

3.10010 BP

NONPROBATIONARY STATUS FOR FACULTY

3.10010 BP

Reference: 3.35010 Evaluation of Employees

It shall be the policy of the board that every regular full-time faculty member once employed by the district shall be given the opportunity to earn nonprobationary status. Accordingly, the chancellor shall develop district regulations and procedures to ensure that:

- (1) All faculty members are selected on a highly competitive basis;
- (2) The effectiveness of all faculty members is evaluated annually during the probationary period.

These written performance evaluations shall be the primary basis upon which recommendations for nonprobationary status are made, and the professional growth, scholarly achievement, and personal development of a candidate during the probationary period shall be taken into consideration. Accordingly, the following conditions shall prevail whenever a probationary faculty member is nominated by the chancellor for a contract which shall result in nonprobationary status:

- (1) The candidate shall possess an appropriate degree or its equivalent except under unusual circumstances judged by the chancellor as being in the best interest of the district.
- (2) There shall be positive and tangible evidence that the candidate is truly effective in the job performance.
- (3) There shall be positive and tangible evidence that the candidate has made contributions to the district through participation in committees, service activities, or community programs, etc., and is committed to a continuing contribution to the growth and development of the district.

In addition, other factors, including the availability of funds, present and/or projected full-time student enrollment, and continuance of a program or programs shall be reviewed by the chancellor when preparing to nominate full-time faculty members for contracts which shall result in nonprobationary status in accordance with established policies, regulations and procedures.

The chancellor shall nominate to the board for approval candidates who have demonstrated the abilities and qualities set forth in the criteria for achieving nonprobationary status. All regular full-time faculty shall have nonprobationary status after satisfying one of the following conditions:

Five consecutive academic years, together with employment at the beginning of the next succeeding academic year; or

The equivalent of five academic years within any six consecutive years, together with employment for a sixth academic year; or

The equivalent of five academic years including the previous year, within any eight consecutive years if the faculty member has not been rehired because of reduction in staff

or was previously hired on annual contracts with restrictive clauses, together with employment for a sixth academic year.

Faculty members who have not been rehired because of reduction in staff or who have been hired on annual contracts with restrictive clauses shall be granted one year's probationary status for each year of service, provided they are subsequently hired as full-time faculty and provided no more than three (3) years have elapsed since their release.

Faculty hired prior to the revision of this policy may attain nonprobationary status after three consecutive academic years together with employment at the beginning of the next succeeding academic year.

Adopted: Board of Trustees
March 13, 1975

Revised: July 15, 1982
(Editorial Corrections 1/17/06)