

METROPOLITAN COMMUNITY COLLEGE

DISTRICT REGULATION

3.10010 DR

NONPROBATIONARY STATUS FOR FACULTY

3.10010 DR

Reference: 3.35010 DR Evaluation of Employees

In accordance with board policy, the chancellor delegates responsibility to the vice chancellor of education and technology to coordinate with the college presidents the selection of faculty members and the status change of faculty members from probationary to nonprobationary.

The following guidelines will be adhered to in the selection process:

- (1) The selection of faculty members will be in accordance with all hiring policies and regulations.
- (2) The affirmative action policy and goals will be observed.
- (3) Selection of full-time faculty members will be highly competitive to assure that the best qualified individual is selected.

I. Evaluation

- A. All full-time faculty members will be evaluated annually during the five-year probationary period.
- B. The evaluation process will be conducted in accordance with all policies and regulations dealing with evaluations.

II. Eligibility for Nonprobationary Status

- A. The candidate will have
 - (1) completed five consecutive academic years and is being recommended for the sixth contract, or
 - (2) completed the equivalent of five academic years within a six-year period and is being recommended for the sixth contract, or
 - (3) completed 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 has been previously hired on annual contracts with restrictive clauses together with employment for a sixth academic year.
- B. The candidate possesses valid credentials in accordance with all policies and regulations.
- C. There will be positive and tangible evidence that the candidate is performing in an effective manner.
- D. No performance of a questionable nature will remain unanswered.

III. Recommendations

- A. The presidents, after consultation with the dean of instructional services and the division chair, will submit the names of probationary faculty to the chancellor for recommendation to rehire to the board at the April meeting.
- B. The college presidents will submit the names of the probationary faculty who are recommended for nonprobationary status to the chancellor for recommendation to rehire to the board at the April meeting.
- C. Any faculty member who is not to be rehired will be notified by March 1.

Approved: Chancellor
April 1, 1975

Revised: July 13, 1982
(Editorial Corrections 1/17/06)