

**CFA Proposal for Qualified Temporary Faculty Seeking Tenure Track Employment
February 26, 2021**

12.22 C

c. In the interest of expanding access to tenure line employment, the parties agree to the following:

- 1. Department hiring committees, charged with searching for and recommending candidates for probationary tenure track positions, shall have the option of recommending qualified, incumbent Temporary Faculty Unit Members in lieu of engaging in broader and/or national searches. When a department hires an incumbent Temporary Faculty Unit Member in lieu of an outside candidate, and recruitment funds for the search are unspent, those funds shall be made available to the department for programmatic use without offsets in its budget.**
- 2. Departments without budgeted probationary tenure line hires may declare and recommend that qualified, incumbent Temporary Faculty Unit Employees be appointed to Probationary Faculty Unit Employee appointments. Such recommendations shall be directed to the President or his/her designee for review, consideration, and response.**
- 3. A Temporary Faculty Unit Employee may apply for reclassification from temporary appointments to more stable and sustainable positions as a Probationary Faculty Unit Employee. Such applications, with or without departmental support, shall be directed to the President or his/her designee for review, consideration, and response.**

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