

Article 8

Appointment

(i) An MYA shall be granted to a faculty member at the time of initial appointment to a classification that carries an MYA, **except if the faculty member is hired in a visiting appointment, in accordance with Section 8.5 (d).**

(j) Reclassification from current to new job classifications as shown in Tables 1-3 of **“Specialized (Non-Tenure-Track) Faculty Reclassification Process, Attachment C”** shall be based upon a review of current specialized faculty members’ disciplinary vitae and the three most recent annual evaluations.

(k) Reclassifications shall normally be lateral, and will not imply any change in salary. If a reclassification results in placement of the faculty member into a lower rank, the time counted toward promotion shall begin at the time that the faculty member is reclassified. In the case of a lateral reclassification, time in the previous rank shall count towards promotion. In no case will a faculty member be reclassified to a higher rank without going through a promotion process as specified in Article 14 and Appendix J.

(l) A faculty member may reject the reclassification decision and thereby remain in her or his current job classification but without opportunity for promotion or an MYA, notwithstanding any other provisions of the CBA. Such faculty members may request to be considered for reclassification to a Specialized Faculty position at a later date. Granting such consideration shall be a discretionary matter for the Board, but if such consideration is given, the rules of Section 8.6(a)-(i) shall apply.

(m) Attachments C (Reclassification Process), D (Faculty Title Change Action), and E (Revised and New Classification Specifications) of the **“Specialized (Non-Tenure-Track) Faculty Reclassification Process”** MOA are intended to supplement this Section 8.6 Fixed-term Multi-Year Appointments.