

Dean's Office informs Department Chair and Faculty Member of probationary period ending times by **May 31**

Department Chair meets annually with staff member on probation and advises on progress toward tenure (§A6.13; §A6.14.3) **(Fall of Each Year)**

Chair Recommendation

No Further Appointment Offered
(§A5.03.1(c)) & §A5.03.2(d)

Second Probationary Period SPORTEED
(§A5.03.1(a))

Tenure SUPPORTED
(§A5.03.1(b))

Faculty Member indicates to FEC Chair of intention to appear and/or submit material copying Department Chair at least 10 days before FEC Meeting (§A6.17.2) by **October 4, 2023**

Dean REJECTS
(§A5.03.2 (b))

Department Chair submits to FEC Chair response to submission at least 5 days before FEC Meeting (§A6.17.3) by **October 12, 2023**

Dean SUPPORTS
(§A5.03.2 (c))

Dean SUPPORTS Chair Recommendation – Decision Final and Binding
(§A5.03.2 (a))

ALES FEC Meeting (Probation, Tenure, Promotion, and Sabbaticals)
OCTOBER 19, 2023

FEC/Dean/Dept Chair advises staff verbally of approval

SECOND PROBATION OFFERED
(§A5.03.4 (a))

TENURE APPROVED
(§A5.03.2(b)) and Staff Designated Associate Professor (§A5.01.6)

No Further Appointment Offered
(§A5.03.2 (c))

FEC Chair/Dean's Office advises staff of FEC Decision formally within 15 working days of FEC meeting (§A6.16.7) by **November 9, 2023**

Department Chair informs FEC Chair in writing whether to support their original recommendation, support FEC's decision, or support another position within 3 days of meeting (§A6.19.2) no later than **October 24, 2023**

FEC Chair advises staff member of FEC decision and issues in writing within 5 days of meeting (§A6.19.3) by **October 26, 2023**

Probation & Tenure Decision Reported To Provost's Office by **DECEMBER 20**

Faculty Member takes no action – Preliminary Decision **becomes Final Decision – no right to appeal Decision to GAC** (§A6.20.2)

Staff Member requests to have case reconsidered within 5 days of receipt of above letter (§A6.20.1), by **November 2, 2023**

Second Probation OFFERED or Tenure APPROVED

Staff member submits reconsideration package at least 10 days before reconsideration meeting (§A6.21.1), by **November 10, 2023**

FEC Chair informs Faculty Member within 5 days after Reconsideration meeting of FEC Decision, no later than **December 3, 2023**

Department Chair's response to Staff reconsideration submission at least 5 days prior to reconsideration meeting (§A6.21.3) by **November 17, 2023**

FEC Decision: NO Further Appointment Offered/ Tenure NOT Approved

FEC Reconsideration Meeting
(Last Friday of November)
NOVEMBER 24, 2023

(§A8.06.6) – Decision of GAC final and binding.

Within 10 days of FEC Decision Staff Member has right to appeal Final Decision of FEC to GAC (§A8.04.5)