

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

Second Probationary Period EXTENDED (if no prior extension) (§A5.04.1(c))

Tenure SUPPORTED (§A5.04.1(a))

No Further Appointment Offered (§A5.04.1(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**

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

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

SECOND PROBATION EXTENDED (§A5.04.2 (c))

TENURE APPROVED (§A5.04.2 (a)) and Staff Designated Associate Professor (§A5.01.6)

No Further Appointment Offered (§A5.04.2 (b))

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