## CONTINUING APPOINTMENTS

(Article 21.9.2 of the MSP Contract)

For individuals who are hired effective 9/1/2022 and later, a continuing appointment must result from a successful review in the academic year in which the third FTE year of service will be achieved. Notice of non-reappointment before August 15 at the end of the third year, shall be at the Dean's discretion and shall not be grievable. The purpose of the probationary period for non-temporary appointments is to provide for the mentoring and evaluation of an employee. To receive a continuing appointment the individual must demonstrate convincing evidence of effectiveness in teaching, and promise of future professional development and achievement. If the individual's primary job responsibilities do not include teaching, the individual must demonstrate convincing evidence of effectiveness in their assigned job responsibilities (as provided in their written job description) and promise of future professional development and achievement.

Review Process for Continuing Appointment (applicable to appointments effective 9/1/2022 and later)

(1) An eligible candidate assembles a portfolio of accomplishments in their areas of responsibility, including a brief personal statement and a current *curriculum vitae* and any other materials that they believe will be essential to an adequate consideration of the case (such as Forward Focus evaluations when applicable and any other evidence of teaching effectiveness not otherwise submitted by the Department Chair). The department chair/head will add the candidate's job description, evidence of teaching effectiveness including SRTIs if applicable, and all completed AFRs with contemporaneous comments. No letters, internal or external, shall be solicited or required unless the candidate requests to include them.

(2) The review for continuing appointment will usually occur during the spring semester of the candidate's third year at UMass. The department head/chair shall notify the candidate by September 1st of the academic year in which the review will occur. The candidate must submit the portfolio to the Department Chair no later than the first day of the spring semester of the academic year in which they will achieve three years of full-time equivalent service.

(3) The Department Chair reviews the file and forwards their recommendation to the Dean with a copy to the candidate.

(4) The Dean reviews the file and forwards their recommendation to the Provost with a copy to the candidate and all previous levels of review.

(5) The Provost reviews the file and informs the candidate and all previous levels of review of their decision. A candidate who is not awarded a continuing appointment shall be given a one-year terminal reappointment or at least one year's notice of non-reappointment.