

II-2
GUIDELINES FOR PRE-SIX REAPPOINTMENT
(Revised 2/23)

I. Appointments & Reappointments

The term “initial appointment” refers to the first appointment of a Unit 18 faculty member in a department, program, or unit at UCSB. The initial appointment of a pre-six Unit 18 faculty shall cover a period of one (1) academic year of either continuous or intermittent service in the same department, program, or unit. The initial appointment may not exceed one (1) academic year.

The term “reappointment” refers to the subsequent appointment following an initial appointment of currently or previously appointed Unit 18 faculty in the same department, program, or unit at UCSB. The first reappointment of a pre-six Unit 18 faculty shall cover a period of two (2) academic years of either continuous or intermittent service in the same department, program, or unit. The second and all subsequent reappointments of a pre-six Unit 18 faculty shall cover a period of three (3) academic years of either continuous or intermittent service in the same department, program, or unit. The final pre-six reappointment may not extend beyond the 18th quarter, which may result in an appointment duration of less than three (3) years. During a two- or three-year reappointment, the minimum average academic year percentage shall be the same between year one of that appointment and all subsequent years of that same appointment, although the term-by-term percentage may vary. See Article 7A.D.5.

To summarize, the typical appointment/reappointment structure for Unit 18 appointee appointed to teach in every quarter during the academic year will be an initial 1-year appointment, followed by a 2-year appointment, followed by a 3-year appointment, then an Excellence Review. Individuals who do not teach every term, will continue to receive 3-year appointments until the time of the Excellence Review or other exception listed in Article 7A.E.4.

Exceptions to the two- or three-year reappointment term length and appointment percent time are discussed in Article 7A.E.4. and 7A.J.6.b:

The University may offer a reappointment for a term of less than two or three years in the same department, when the appointment is for any of the following reasons and the Unit 18 faculty member will be provided with a written explanation:

1. temporary replacement to teach courses that fulfill temporary academic need in lieu of an instructor who is on leave, sabbatical, withdraws from instruction, separated, or is otherwise unavailable;
2. the appointment or reappointment may not extend beyond the 18th quarter.

The decision not to reappoint or to reappoint at a lower overall appointment percentage shall be based on one or more of the following:

1. lack of work (unavailability of a course assignment for which the Unit 18 faculty is qualified, as determined by the University);
2. programmatic need or change (consistent with Article 7A) that results in a lack of work as defined in (1) above;
3. budgetary considerations (subject to Article 7A, Section K.4) that results in a lack of work as defined in (1) above;
4. assignment of course(s) to Senate Faculty that were previously taught by a Pre-Six Unit 18 faculty member that results in a lack of work as defined in (1) above;
5. assignment of course(s) to a graduate academic student employee or postdoctoral scholar that were previously taught by a Pre-Six Unit 18 faculty member that results in a lack of work as defined in (1) above;
6. assignment of course(s) to a Pre-Six Unit 18 faculty member on a time-limited or programmatic basis under Article 7A, Section E - Special Considerations;

7. the University determined at its sole discretion that another current Unit 18 faculty member is more qualified to teach the course(s) that results in a lack of work as defined in (1) above.

II. Evaluation and Reappointment Process

Pre-six appointees on an initial one-year appointment will undergo an assessment prior to reappointment. The outcome of the assessment will determine whether an individual demonstrated teaching competence. See RB II-3.

Appointees on a 2- or 3-year reappointment will undergo a Pre-Six Academic Review in the last year of a 2- or 3-year reappointment, barring an aforementioned exception. The outcome of the review will determine whether an individual demonstrated teaching effectiveness. See RB II-4.

Pre-six Unit 18 faculty shall be provided salary increases upon reappointment in accordance with the Unit 18 MOU.

III. Supplemental Notices

When the specific courses and other assigned duties are not fully known at the time the appointment/reappointment letter is issued, a supplemental notice will be issued, including specific course assignments, no later than 30 days prior to the start of the service period.

IV. Supplemental Assignments

Pre-six Unit 18 appointee appointed at less than 100% and/or for less than the full academic year may subsequently be offered additional courses/other assigned duties (i.e., supplemental assignments).

When a supplemental assignment is made for a third consecutive year, the appointment will be added to the base annual appointment for the remainder of the appointment. See RB II-12 for procedural details.