

Employment Year	Faculty Member's FTE	Cumulative Years at start of evaluation	Evaluation	Cumulative Years after evaluation
1	0.5	0	First Year	0.5
2	0.5	0.5	First Year	1
3	0.5	1	Second Year	1.5
4	0.5	1.5	Second Year	2
5	0.5	2	Third Year	2.5
6	0.5	2.5	Third Year	3
7	0.5	3	Fourth Year	3.5
8	0.5	3.5	Fourth Year	4
9	0.5	4	Fifth Year	4.5
10	0.5	4.5	Fifth Year	5
11	0.5	5	For Just Cause Status ¹	5.5
12	0.5	5.5	For Just Cause Status ¹	6

Employment Year	Faculty Member's FTE	Cumulative Years at start of evaluation	Evaluation	Cumulative Years after evaluation
1	0.67	0	First Year	0.67
2	0.67	0.67	First Year	1.34
3	0.67	1.34	Second Year	2.01
4	0.67	2.01	Third Year	2.68
5	0.67	2.68	Third Year	3.35
6	0.67	3.35	Fourth Year	4.02
7	0.67	4.02	Third Year	4.69
8	0.67	4.69	Fifth Year	5.36
9	0.67	5.36	For Just Cause Status ¹	6.03

Employment Year	Faculty Member's FTE	Cumulative Years at start of evaluation	Evaluation	Cumulative Years after evaluation
1	0.75	0	First Year	0.75
2	0.75	0.75	First Year	1.5
3	0.75	1.5	Second Year	2.25
4	0.75	2.25	Third Year	3
5	0.75	3	Fourth Year	3.75
6	0.75	3.75	Fourth Year	4.5
7	0.75	4.5	Fifth Year	5.25
8	0.75	5.25	For Just Cause Status ¹	6

¹Fifth Year procedure to be followed

The concept is if the salaried part-time faculty member has less than one year of equivalent full-time teaching at the university on September 1st, then a first year evaluation is to be conducted that year. If the faculty member has one or more but less than two years, then a second year evaluation is to be conducted that year, and so on.