

# COLLEGE OF MICRONESIA-FSM

## BOARD POLICY No. 6006

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### **Kinds of Positions and Appointments**

Date Adopted: 1 April 1993

Date Revised:

Date Reviewed: 30 April 2015

References: Section V, 13 May 2013 Personnel Policy & Manual Procedures

All positions maintained in the records of the College of Micronesia-FSM shall be identified as permanent or temporary in accordance with the action of the board establishing said positions.

#### **Permanent Positions**

All positions established by the board or designee that are of a continuing nature, identified by the board as permanent positions, and whose salaries are assigned per annum rates.

#### **Temporary Positions**

Temporary positions are positions established by the board or designee which are clearly of a non-continuing nature, identified by the board or designee as temporary and whose salaries are assigned hourly rates. Temporary positions include the following:

1. Positions which do not last more than the academic or budget year;
2. Positions which are seasonal in nature; and
3. Positions which are part-time and/or intermittent in nature.

#### **Appointments**

##### **1. Permanent Appointment**

For purposes of these rules, an employee is said to hold a permanent appointment if the position to which appointed is a permanent position and if the employee satisfactorily completes his/her probationary period.

##### **2. Probationary Appointment**

The duration of the first year of the initial employment contract is considered probationary. Until the employee has completed the probationary period, his/her employment status with the college is probationary appointment.

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### 3. Limited Term Appointment

Limited-term appointment may be made to fill a temporary position or a temporary vacancy in a permanent position. An employee appointed on a limited-term basis to fill a temporary vacancy in a permanent position shall receive normal employment benefits. An employee appointed on a limited-term basis to fill a temporary position is not entitled to the normal employment benefits of the college. The conditions set forth below shall govern limited-term appointments.

- a. Limited-term appointment is for a specified duration but in no event is to exceed a total of one year.
- b. An employee on a limited-term appointment may have his/her employment terminated at any time prior to the end of the one-year period upon notice in writing from the appointing authority at least fourteen days prior to termination.
- c. A limited-term appointment is deemed terminated at the expiration of the one-year period regardless of whether or not the appointing authority instituted termination action.
- d. Period served under limited-term appointment does not accrue as service credit under permanent employment status, except as provided for in COMFSM\_BP 6007 (Probationary Period & Status).
- e. Appointments made on a limited-term basis shall be governed by the college's employment policies under COMFSM\_BP 6007
- f. A person on the eligibility list who accepted limited-term appointment shall, upon termination of the limited-term, be entitled to reinstatement to his/her former position; be placed on the same pay level and step occupied at the time prior to the limited-term appointment; and be granted all employment benefits of permanent appointments.

### **Regents Professor**

The board of regents shall in consultation with the president and faculty representatives establish criteria for considering and appointing distinguished persons to a "Regents Professor" faculty position. The "Regents Professor" shall be given professor rank and placed on the 10 month Faculty Salary Schedule at N/7/B or higher if the person possesses the placement criteria.

A "Regents Professor" position shall be classified as permanent. Except as otherwise stated in this policy, all policies, regulations, and rules that apply to a person appointed to regular full-time position shall apply to a regents professor.

The regents professor position shall be limited to no more than one position at any given time.