The College of Social Work & Criminal Justice, pursuant to CBA Article 8.4(g)(2) regarding successive fixed multi-year appointments, may offer these appointments to the following:

a. Senior and University Instructors/Lecturers  
b. Instructors and Lecturers;  
c. Non-tenured or non-tenure earning Assistant Librarians, Associate Librarians, Librarians, and Counselors/Advisors;  
d. Scholars/Scientists, Research Associates, and Associate In/Assistant In __________;  
e. Clinical faculty;  
f. Individuals who have officially retired from universities or other organizations and who are at least 55 years of age;  
g. Tenured employees who decide to give up their tenured status to take advantage of whatever incentives might be offered by a fixed multi-year appointment; and  
h. Individuals who have held the rank of full professor for at least seven (7) years at an institution of higher education.

The following criteria, as per CBA Article 8.4(g)(2), will be considered when assessing and determining successive multi-year appointments:

1. the basis for the initial fixed multi-year appointment;  
2. evaluation of performance;  
3. professional growth;  
4. extent and currency of professional qualifications; and  
5. contribution to the mission of the department or program, as well as staffing needs, funding source alternatives, and continuing program considerations.