

**CHICAGO STATE UNIVERSITY
UNIVERSITY TIMETABLE
ACADEMIC SUPPORT PROFESSIONALS**

ACADEMIC SUPPORT PROFESSIONALS – UNIT B

NON-CIVIL SERVICE TECHNICAL SUPPORT EMPLOYEES – UNIT C

TECHNCIAL SUPPORT EMPLOYEES – UNIT C

2008-2009

1. Assignment of Duties
2. Retention
3. Administrative Educational Leave
4. Retraining Leaves

(1)

PERSONNEL ACTIONS
ASSIGNMENT OF DUTIES
2009-2010

February, Academic Support Professionals and supervisors meet to discuss schedules,
27, 2009 (F) work loads, assignments, duties and responsibilities. Annual work plan is
developed for each academic support professional.

March Work plans are submitted to supervisor/chair
23, 2009 (M)

April Work plans are submitted to dean for approval.
3, 2009 (F)

April Dean submitted to Vice President/Provost.
14, 2009 (T)

May Appropriate University Vice President approves work plan.
5, 2009 (M).

JUNE Employees receive their official work plan for 2009-2010 (Effective July 1,
15, 2009 (M) 2009).

(2)
ANNUAL RETENTION
2008-2009

Each Academic Support Professional and Unit C employees shall be evaluated annually by her/his supervisor as specified in Article 33, Section 33.2–Evaluation and Evaluation Criteria and Article 34- Retention of Academic Support Professionals and in Article 45, Evaluation and Evaluation Criteria and Article 46- Retention of Technical Support Employees.

6th month Year One Employment. Evaluations in the first year of employment shall occur in the sixth month of employment.

Regardless of the date of initial appointment, the calculation of years of employment will be based on a year of July 1st through June 30th, provided:

July 1st to Dec. 31st Academic Support Professionals, Non-Civil Service and Technical Support hired employees between January 1st and June 30th enter the second year of service on July 1st

January 1st to June 30th Academic Support Professionals, Non-Civil Service and Technical Support employees hired between these dates enters the second year of service on the second at the university.

February 1st Notice of non-retention (Article 34.2, 46.2 and 46 .3). Recommendation for non-retention of Administrative Technical Support Employees and Academic Support staff are made because of departmental need, reorganization, or unsatisfactory performance of assigned duties. Notice of non-retention is made by February 1st, prior to the expiration of the current appointment. Notice of non-retention of Civil Service employees in Unit B and Unit C follows the statues and rules of the Illinois State University Civil Service System.

April 1st to May 1st Annual evaluation period of all employees.

In the employee's first, second, third, fourth, fifth, and each subsequent second year of employment in an academic support position or as a non-civil service technical support employees in the bargaining unit, the employee's annual evaluation shall include a recommendation for or against retention (Article 34.1.d and 46.1.d).

Employees in the sixth and each subsequent second year of service who have been recommended for retention receive a two-year appointment.

May 1st Chair/Supervisor, if any, shall submit a written retention recommendation to the appropriate dean.

May 14th Dean/Director, if any, submits written recommendation to the University Vice President.

June 1st The University Vice President reviews the recommendation with the President.

June 15th The President notifies the employee in writing decisions regarding retention for 2009-2010. For employees receiving retention in the sixth and each subsequent two-year periods, the recommendation is for two year appointments all others are recommendation are for one-year periods.

(3)

ADMINISTRATIVE EDUCATIONAL LEAVE

2009-2010 (Apply in 2008)

(Articles 39.2 and 51.2)

- October 13th (M) All employees submit applications on official forms to their immediate supervisors.
- November 14th (F) Supervisors will recommend each proposal received as " acceptable"or " unacceptable", * and forward all proposals to the appropriate dean/director, if applicable.
- December 5th (F) Deans/directors, if applicable, will recommend each proposal received as "acceptable" or "unacceptable"* and forward all proposals to the appropriate University Vice President.
- Appropriate University Vice President will recommend each proposal received as "acceptable" or "unacceptable"* and forward all proposals to the Assistant Vice President for Academic Personnel and Contract Administration, who submits the applications and recommendation to the Provost for the President's decision.
- January 15th (R) The President will announce the name(s) of the Academic Support Professionals, Non-Civil Service Technical Support employees, and employees who have been awarded an administrative educational leave.

(4)

RETRAINING LEAVES

2009-2010 (apply in 2008)

(Articles 39.3 and 51.3)

October
13th (M) Academic Support Professionals and Non-Civil Service Technical Support submit applications on official forms to their immediate supervisor.

November
14th (F) Supervisors provide a recommendation, supported by written reasons, for each application based on University programmatic needs. All applications are forwarded to the appropriate dean/director.

December
5th (F) Deans/Directors provide a recommendation, supported by written reasons for each application based on University programmatic needs. All applications are forwarded to the Vice President.

The appropriate University Vice President provides a recommendation, supported by written reasons, for each application based on University programmatic needs. All applications are forwarded to the President, via the Provost.

January
15th (R) The President acts on the recommendations presented by the appropriate University Vice President and notifies each employees of her decisions.

(5)
ANNUAL EVALUATION PROCEDURES
2008-2009
(Articles 33.2 and 45.1)

- 30 days Change in Supervisor or Appointment. Within thirty days of appointment, reorganization or change in supervisor, a job description, work plan and description of materials and methods used to evaluate performance must be completed.
- 6th Month Year One Employment. Evaluation in the first year of employment occurs in the sixth month of employment.
- April 1st -
May 1st Each Academic Support Professions shall be evaluated annually by her/his supervisor by May 1, 2009.
-Evaluation based upon performance of duties in job description and work plan.
-Copies of the evaluation are placed in personnel file.
-Evaluations in the first, second, third, fourth, fifth and subsequent 2nd year of employment shall include a recommendation for retention or non-retention.
- May
14th (R) Dean/Director, if any, shall submit a written retention recommendation to the appropriate University Vice President.
- June
1st (M) The University Vice President reviews the recommendation with the President.
- June
15th (M) The President notifies the employee in writing decisions regarding retention.

**Quick Glance: 2008-2009
Personnel Actions**

**RETENTION
ACADEMIC SUPPORT PROFESSIONALS
ACADEMIC SUPPORT PROFESSIONALS – UNIT B
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CIVIL SERVICE TECHNICAL SUPPORT EMPLOYEES – UNIT C**

Action	Annual Evaluation (supervisor)	Supervisor-Written Recommendation (Dean/Director)	Provost to President	President Decision	Notice of Non-retention (does not apply to civil service technical support employees)
Date	4/1 to 5/1/09	5/1/09	6/1/09	6/15/09	2/1/09

**WORKS PLANS
ACADEMIC SUPPORT PROFESSIONALS
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CIVIL SERVICE TECHNICAL SUPPORT EMPLOYEES – UNIT C**

Action	Develop Work Plans	Submit Work Plans to Supervisor	Supervisor/Chair to Dean	Submit Plan to Vice President (Provost)	Received Approved Work Plans(effective 7/1/09)	Application for Education or Retraining Leaves
DATE	2/27/09	3/23/09	4/3/09	5/1/09	6/1/09	10/13/08