

This notice is part of the 2015-16 WSUFA Action Committee's "Did You Know?" series. The purpose of these notices is help you understand and exercise your rights and opportunities under the IFO/MnSCU contract. Our savvy negotiator and grievance officer, Matt Hyle asks:

Did you know:

There is a common misconception that someone holding a fixed term position for 4 years cannot be hired into another fixed position. The goal of this "Did you know" is dispel this misconception.

Fixed term appointments are *positions* for a limited period of time. In most circumstances, the upper limit is 4 years (see Article 21, section E, subd. 1 for exceptions). Positions lasting more than 4 years are not normally considered temporary and should become tenure track positions.

The upper limit of 4 years refers to the *position* not to the *person*. Contractually, a person may hold fixed terms positions indefinitely as long as the positions do not involve identical or very similar duties (i.e. that the positions are different).