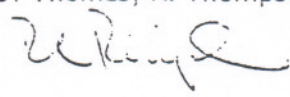


Kirk 260-481-5470

PURDUE UNIVERSITY

EXECUTIVE VICE PRESIDENT
FOR ACADEMIC AFFAIRS

TO: D. Brown, D. Caputo, D. Felker, M. Forman, J. Gappa, D. Gentry, R. Grace, R. Greenkorn, M. Haring, V. Jacko, C. Jones, H. Lewis, E. Mobley, T. Mullikin, C. Rutledge, D. Thomas, R. Thompson, G. Van Scoyoc, D. Weidenaar, H. Yang

FROM: R. Ringel 

DATE: April 28, 1992

RE: Policy for Employment of Nonresidents as Tenure Track Faculty

Effective July 1, 1992, candidates for tenure track faculty positions who are not permanent U. S. residents, but for whom H-1 visa petitions have been approved and for whom Purdue plans to pursue permanent residency status, may be appointed to faculty positions with tenure eligibility rights and full benefit packages. These appointments will follow the normal hiring policies and procedures established within each school for tenure track faculty. However, for those international scholars not holding an H-1 visa (e.g. J or F visas) no change in policy can occur due to immigration and naturalization regulations. Without an approved H-1 visa, their title will be prefixed by the word "visiting" and fringe benefits will be applicable to a visiting appointment.

Faculty who were previously hired into regular tenure track positions, but who currently have a "visiting" appointment due to their original nonresident H-1 visa status, should be converted to tenure track. TIAA-CREF benefits will begin with the change of appointment to tenure track. Time spent in "visiting" status may be used toward the probationary period for tenure if approved in a prior employment contract. Where no specification has been made in a contract, the Dean and faculty member should meet to discuss the applicability of using time spent in "visiting" status toward the probationary period for tenure. Time spent in "visiting" status will not count toward sabbatical eligibility unless the time also counts toward the probationary period for tenure.

This policy will also apply to applicants for tenure track positions who are beneficiaries of permanent residency applications filed by U. S. citizen spouses and whose immigration status is "adjustment applicant: employment authorized."

As per legal circumstances, tenure cannot be awarded to a faculty member until he or she has received permanent residency. In those cases where permanent resident status has not been received by the time a tenure decision is made, a status of "conditional tenure" may be awarded. Promotion to an academic rank that carries tenure or awarding of tenure without promotion can still occur; however, the tenure is awarded as "conditional tenure".

"Conditional tenure" will automatically convert to regular tenure upon receipt of permanent resident status provided the faculty member has maintained continuous service to the university following receipt of "conditional tenure". Approved leave of absences during the period of "conditional tenure" will not be considered an interruption of continuous service to the university.

If you have questions concerning this policy, please contact me.