ARTICLE 7
POSITIONS AND APPOINTMENTS

A. Career Appointments
Career appointments are established at a fixed or variable percentage of time at fifty percent (50%) or more of full-time, and are expected to continue for one (1) year or longer.

B. Limited Appointments
1. Limited Appointments are established at any percentage of time, fixed or variable, and are not expected to continue for more than one thousand (1,000) hours in a twelve (12) month period.

2. Limited appointees shall not normally be hired instead of career employees.

3. Except as provided below, in the event that an employee with a limited appointment attains one thousand (1,000) hours of qualifying service within a twelve (12) month period, without a break in service of at least one hundred twenty (120) consecutive calendar days, the incumbent shall convert to career status of at least fifty percent (50%) time upon reaching the one thousand (1,000) hour threshold.

   a. Qualifying service includes all time on pay status in one or more limited appointments. Pay status shall not include on-call or overtime hours.

   b. Such conversion to career status shall be effective on the first day of the month following attainment of one thousand (1,000) hours of qualifying service.

   c. Any break in service of one hundred twenty (120) days or longer shall result in a new twelve (12) month period for purposes of calculating the one thousand (1,000) hours of qualifying service.

   d. Employees who have been converted to career appointments shall serve a probationary period in accordance with the provisions of Article 6, Probationary Period.

4. Conversion to career status, as provided in Section 3, above, shall not occur when:

   a. the employee is hired as a replacement for another person who is on an extended leave; or

   b. the position into which the employee is hired is not an "ongoing" position, in that the position is established and funded for less than a year at any percent of time; or

   c. the funding for the position is "one (1) time" funding, of eighteen (18) months or less; or
d. the employee was hired specifically to work on a short-term project lasting no more than one (1) year.

5. Employees in limited appointments may be terminated or have their time reduced at the sole discretion of the University and without recourse to Article 21, Grievance Procedure or Article 22, Arbitration Procedure of this Agreement.