COLLEGE OF MICRONESIA-FSM

BOARD POLICY No. 6006

Kinds of Positions and Appointments

Date Adopted: 1 April 1993

Date Revised:

Date Reviewed: 30 April 2015; 4-5 December 2025

References: Section V, 13 May 2013 Personnel Policy & Manual Procedures

All positions maintained in the records of the College of Micronesia-FSM shall be identified as permanent or temporary in accordance with the action of the board establishing said positions.

Permanent Positions

All positions established by the board or designee that are of a continuing nature, identified by the board as permanent positions, and whose salaries are assigned per annum rates.

Temporary Positions

Temporary positions are positions established by the board or designee which are clearly of a non-continuing nature, identified by the board or designee as temporary and whose salaries are assigned hourly rates. Temporary positions include the following:

1. Positions which do not last more than the academic or budget year;
2. Positions which are seasonal in nature; and
3. Positions which are part-time and/or intermittent in nature.

Appointments

1. Permanent Appointment

   For purposes of these rules, an employee is said to hold a permanent appointment if the position to which appointed is a permanent position and if the employee satisfactorily completes his/her probationary period.

2. Probationary Appointment

   The duration of the first year of the initial employment contract is considered probationary. Until the employee has completed the probationary period, his/her employment status with the college is probationary appointment.

3. Limited Term Appointment

Limited-term appointment may be made to fill a temporary position or a temporary vacancy in a permanent position. An employee appointed on a limited-term basis to fill a temporary vacancy in a permanent position shall receive normal employment benefits. An employee appointed on a limited-term basis to fill a temporary position is not entitled to the normal employment benefits of the college. The conditions set forth below shall govern limited-term appointments.

a. Limited-term appointment is for a specified duration but in no event is to exceed a total of one year.
b. An employee on a limited-term appointment may have his/her employment terminated at any time prior to the end of the one-year period upon notice in writing from the appointing authority at least fourteen days prior to termination.
c. A limited-term appointment is deemed terminated at the expiration of the one-year period regardless of whether or not the appointing authority instituted termination action.
d. Period served under limited-term appointment does not accrue as service credit under permanent employment status, except as provided for in COMFSM_BP 6007 (Probationary Period & Status).
e. Appointments made on a limited-term basis shall be governed by the college's employment policies under COMFSM_BP 6007
f. A person on the eligibility list who accepted limited-term appointment shall, upon termination of the limited-term, be entitled to reinstatement to his/her former position; be placed on the same pay level and step occupied at the time prior to the limited-term appointment; and be granted all employment benefits of permanent appointments.

Regents Professor

The board of regents shall in consultation with the president and faculty representatives establish criteria for considering and appointing distinguished persons to a "Regents Professor" faculty position. The "Regents Professor" shall be given professor rank and placed on the 10 month Faculty Salary Schedule at N/7/B or higher if the person possesses the placement criteria.

A "Regents Professor" position shall be classified as permanent. Except as otherwise stated in this policy, all policies, regulations, and rules that apply to a person appointed to regular full-time position shall apply to a regents professor.

The regents professor position shall be limited to no more than one position at any given time.