EMPLOYEE ACTION GUIDE

The purpose of the Employee Action Form is to initiate, update, or renew an appointment for an employee, volunteer, or visiting scholar. The form does not accommodate the hiring of Teaching Assistants (TA), Graduate Assistants (GA), or Adjunct Faculty.

Choose the appropriate action you wish to initiate at the top of the form.

APPOINTMENT DETAILS

NEW EMPLOYEE APPOINTMENTS

PROFESSIONAL STAFF AND FACULTY

- For official searches, the Affirmative Action Officer must clear an offer of employment.

- Request a new appointment once the offer has been made by the appropriate department head/Dean and verbally accepted by the successful candidate.

- If the appointment is for a temporary emergency hire without a search, a Request for Waiver of Search form must be approved by the Affirmative Action Officer and attached to this form. The emergency hire may be hired for up to one year on a “temporary” status.

- If the appointment is for a temporary hire, a copy of the individual’s resume should be attached to this form along with a duties description and general hours of obligation.

- If the appointment is for an ongoing position as a result of a search, the employee shall be hired as “term” status. Initial appointments are for one year for Professional Staff and up to three years for Faculty.

- For full-time faculty, please indicate “Lecturer ABD” if the faculty member is being hired for a tenure-track position but does not yet have their official transcript including their highest degree or a degree conferral letter from their university’s registrar. The appointment letter will be revised upon receipt of the proper proof of highest degree.

- The effective date for new professional hires will be on the first or third Thursday of the month. The effective date for new faculty is 9/1 for fall hires and 1/1 for spring hires. In the event that an alternate hire date is required for safety or student need, please contact your HR partner to determine the appropriate date.

- Appointment letters for professional staff and faculty are prepared by HR. The letter, along with all other required hiring documents, is emailed to the candidate, and a copy is sent to the immediate supervisor.
**CLASSIFIED STAFF**

- Request a new appointment once your search is concluded and you have made a hiring selection. Upon receipt of the document, the Office of Human Resources, Diversity & Inclusion (“HR”) will offer the position to the successful candidate.

- If your search was for a temporary hire, you may hire a temporary Classified employee for up to six months.

- If your search was for a permanent/ongoing position: An employee shall be hired “contingent permanent” if another employee has return rights to that position. If another employee does not have return rights to the position, the employee may be hired as permanent.

- The effective date for new classified staff is determined by HR and the candidate when the offer of employment is made. HR will notify the department head once the start date is finalized. Whenever possible, the effective date for new hires should be on the first or third Thursday of the month.

**MANAGEMENT CONFIDENTIAL**

- Management Confidential (MC) appointments do not have an end date. They are “at-will” employees. Management Confidential employees are subject to a background check which is initiated by HR.

- The Office of Human Resources, Diversity & Inclusion, in consultation with the President, prepares the appointment letters for MC employees.

- The appointment letter is mailed to the candidate (copy to the supervisor) along with all other required hiring documents.

- Again, the hire date will be the first or third Thursday of the month unless an exception is granted.

**VISITING SCHOLAR/RESEARCHER**

The title of Visiting Scholar is a privilege accorded to scholarly researchers temporarily in residence at SUNY New Paltz. Visiting Scholars are not employees and should only be appointed for periods of up to one year at a time. This status is renewable. Visiting Scholars do not receive compensation.

The following must be attached to the request:

- Summary of the proposed project with a timeline and completion date
- Vitae of the Visiting Scholar applicant
- Copy of current passport and valid US visa, if applicable
- Summary of external funding (if relevant)
- Brief memo of support from Chair/Director specifically noting the reason(s) for the proposed affiliation and how the proposed project would be of value to the department, school, and/or college
- Brief memo of support from the Dean

**VOLUNTEERS**

Volunteers are not employees and should only be appointed for periods of up to one year at a time. This status is renewable. Volunteers do not receive compensation.
The following must be attached to the request:

- Justification memo approved by the Dean or Director
- Time period for the role
- Description of duties / supervisor of record / volunteer schedule

**Line Number**
If you are replacing an employee's line due to resignation, retirement, etc., the line number can be found in your department budget records. If this is a new line, leave this field blank. HR will create or identify a line appropriate for the budget title and salary grade.

**Budget and Local Title**
The budget and local title should be already established for an approved search. If you are hiring an emergency hire under a Request for Waiver of Search and need assistance with an appropriate title, contact your HR partners for guidance.

◆ **UPDATING OR RENEWING APPOINTMENTS:**

**Negotiating Unit**
Employees who have accepted positions that will change their negotiating unit are advised to meet with HR and the Benefits team prior to the appointment to discuss the impact on their benefits and employment status.

**Budget Title**

- **For Professional Staff:** A budget title change is for purposes of promotion. If this is a promotion request, a memo must be attached which will identify a future change in the employee's duties and responsibilities as a consequence of movement to a position of greater scope and complexity of function. A new performance program with the new title and duties should follow within 30 days of the effective date. Promotions with a change in budget title should not be given without a salary increase. Please contact your HR partners for guidance to ensure that the change you are requesting is considered a true promotion as defined under the UUP Agreement.

- **For Classified Staff:** A change in budget title is the result of either a promotion or reclassification and should be established before appointing the employee. Contact your HR partners for guidance if needed.

**Local Title**

- **For Professional Staff:** If the local title is not known or you need guidance in determining the appropriate title, contact your HR partners for suggestions and / or guidance.

- **For both Professional and Classified Staff:** A local title change typically accompanies a budget title change (although it is not required). If the local title change is not due to a promotion but is instead meant to better define the position, a new performance program with the new title should follow within 30 days.

**FTE (Full-Time Equivalent)**
Please be aware that a change in FTE could impact the employee's benefits. For Professional Staff and Faculty, service at less than full-time also does not count toward permanent or continuing appointment. Contact your HR partners to understand how an employee's benefits or employment status may be affected as a result of working less than full-time.
Determine the appropriate FTE by dividing the number of hours obligated for one week by the standard 37.5-hour work week. For example: 18 ÷ 37.5 = .48 FTE. 1.0 is the appropriate FTE for a full-time employee. A general part-time schedule will be required for accrual purposes.

**Salary**

If the salary increase is a result of a permanent and significant increase in the employee's duties and responsibilities and not their scope and complexity, a justification explaining the increase in duties is required. A local title may accompany this type of change to better define the position. Please note, salary increases may not be initiated for Classified employees as they are dictated by their Union Agreement.

If the salary increase is accompanied by a change in title (budget and local title), it is assumed that a permanent and significant increase in the scope and complexity of assigned duties will be given to the employee in the future. This is seen as a promotion. Please utilize your HR partners for guidance if you are interested in promoting one of your staff.

If the salary increase the result of a salary review, the Human Resources salary review documentation must be attached.

If you are requesting a salary change that is retroactive, please note that retroactive salary increases of more than one year are highly scrutinized, must be approved by the Office of the State Comptroller, and will require additional documentation.

Any request for a salary increase must have a justification memo attached. A revised performance program should follow within 30 days (if applicable).

**Obligation**

- Academic Year: 9/1-8/31
- Calendar Year: 12 months
- College Year:
  - 10 months with 2 months of recess dates
  - 11 months with 1 month of recess dates

**Recess Dates**

College Year (10-month) appointments include two months of recess. Recess dates must be at the end of an appointment. Recess dates may be changed for future appointments but require prior consultation with HR.

**ALSO RECEIVES PAYMENT**

MC and UUP employees are eligible for Also Receives payments. An Also Receives payment is given to an employee who has taken on a portion of work that is similar to or higher in level and scope than own duties for a specified period of time in addition to their own obligation. Approval for Also Receives payments must be obtained before the work commences.
PERFORMANCE MANAGEMENT

CLASSIFIED STAFF

Performance Program
The immediate supervisor of a new Classified employee shall consult with such new employee concerning a performance program and the system of evaluation within the first month of the initial appointment. The performance program shall be established within 15 working days from the date of consultation.

As circumstances warrant, the immediate supervisor and the classified employee shall meet to review the appropriateness of elements of the performance program.

Probation Evaluation
Your HR partners will provide you with a probationary schedule for your new Classified employee. These are periodic reviews to evaluate the employee's suitability for the position before they become permanent. If you need guidance regarding an employee on probation, please reach out to your HR partners.

Request to Fail Probation
If you have determined with your HR partner that your employee will not pass probation, use this field to request to fail probation. Your HR partners will be in contact with you and the employee to schedule a time to terminate the employee or return them back to their original position.

Annual Performance Evaluation
All employees are to be evaluated annually and as changing conditions warrant, without regard to employment status, except where the employee is serving his or her final year of University service. Please note that employees can only be evaluated based upon the prior year of performance. A multiple year evaluation will not be accepted.

PROFESSIONAL STAFF

Performance Program
The immediate supervisor of a new Professional employee shall consult with such new employee concerning a performance program and the system of evaluation within the first month of the initial appointment. The performance program shall be established within 15 working days from the date of consultation.

As circumstances warrant, the immediate supervisor and the Professional employee shall meet to review the appropriateness of elements of the performance program.

Annual Performance Evaluation
All employees are to be evaluated annually and as changing conditions warrant, without regard to employment status, except where the employee is serving his or her final year of University service. Please note that employees can only be evaluated based upon the prior year of performance. A multiple year evaluation will not be accepted.
Request for Permanent Appointment
Your HR partners will provide you with a schedule outlining the steps and ultimate date of permanent appointment for your professional staff member. Please reach out to HR for guidance before making a request for permanent appointment.

Request for Non-Renewal
If you have determined with your HR partners that the Professional staff or Faculty member will be non-renewed, use this field to request a non-renewal notice. Your HR partners will advise you of the next steps in this process, the proper notice required according to the Agreement, and the anticipated end of service date as a result. Contact your HR partners to be sure of proper notice requirements and associated deadlines.

LEAVES
• Additional Sick Leave with Pay: Attach approval letter
• Administrative Leave: HR internal use only
• Child Care Leave: HR internal use only
• FMLA: HR internal use only
• Leave without Pay: Attach approval letter
• Military Leave: HR internal use only
• Sabbatical: Attach a copy of the award letter received from the Office of the Provost
• Sick Leave: HR internal use only
• Sick Leave @ Half Pay (Classified only): HR internal use only
• Suspension: HR internal use only
• Title F Leave: Attach award letter received from the Office of the Provost or appropriate vice president
• Unauthorized Leave: HR internal use only
• Workers’ Compensation: HR internal use only

SEPARATIONS

Resignations
Attach an original signed resignation letter from the employee which includes an effective date (date which follows the last day worked).

Retirement
Attach an original signed resignation letter “for purposes of retirement” from the employee which includes an effective date (date which follows the last day worked).

Termination
HR internal use only or may be used after consultation with HR.

Failed Probation
HR internal use only or may be used after consultation with HR.

* Attachments
If documentation is required, please attach it to the form with paper clips rather than staples.