Biological Sciences, College of

_The College of Biological Sciences is a single seniority unit._

In situations of 'shared' departments such as Microbiology (Microbiology is 'shared' between the Medical School and the College of Biological Sciences) seniority for bumping rights will be determined based on where the employee is physically located, not from where the employee is paid.

**Academic Health Center**

**Dentistry, School of**

_The School of Dentistry is a single seniority unit._

**Duluth School of Medicine**

_The Duluth School of Medicine is a single seniority unit._

**Medical School**

_Each department within the Medical School is its own seniority unit._

**Nursing, School of**

_The School of Nursing is a single seniority unit._

**Pharmacy, College of**

_The College of Pharmacy is a single seniority unit._

**Public Health, School of**

_The School of Public Health is a single seniority unit._

**Senior Vice President, Academic Health Center**

_The following areas are within the Senior Vice President, Academic Health Sciences seniority unit:_

⇒ AHC Senior Vice President's Administrative Office (excluding Education and Research)
⇒ AHC AIS
⇒ AHC Communications and Public Relations
⇒ AHC Facilities
⇒ AHC Human Resources
⇒ Office of Emergency Response

**Shared Units, Academic Health Center**

_The following areas are within the Shared Units, Academic Health Center seniority unit:_

⇒ AHC Special Programs
⇒ AHC Office of Education
⇒ Center for Bioethics
University of Minnesota
Civil Service
Seniority Units
Within the Academic Health Center

⇒ Biomedical Research Informatics
⇒ Masonic Cancer Center
⇒ Community University Health Care Center (CUHCC)
⇒ Comparative Medicine
⇒ Drug Design Center
⇒ Genomics
⇒ Center for Infectious Disease Research and Policy (CIDRAP)
⇒ Research Animal Resources (RAR)
⇒ Center for Spirituality and Healing
⇒ Molecular & Cellular Therapeutics
⇒ National Center for Food Protection & Defense (NCFPD)
⇒ Clinical and Translational Sciences Institute (CTSI)
⇒ Center for Translational Medicine (CTM)
⇒ Interprofessional Education Resource Center (IERC)
⇒ Allied Health (Occupational Therapy and Medical Technology)
⇒ BioNet
⇒ Institute for Health Informatics (IHI)

Minnesota Medical Foundation (MMF), Academic Health Center

Minnesota Medical Foundation is a single seniority unit.

Veterinary Medicine, College of

Each of these departments within the College of Veterinary Medicine is its own seniority unit:

- College of Vet Med Administration
- College of Vet Med
- Veterinary Population Medicine
- Veterinary Biosciences
- Veterinary Clinical Sciences
- Veterinary Diagnostic Lab
- Raptor Center
- Veterinary Medical Center
- Student Affairs

Duluth

Duluth School of Medicine

Duluth School of Medicine is its own seniority unit. The following areas are within the Duluth School of Medicine seniority unit:

⇒ Medicine Admin, School of
⇒ Biomedical Anatomy
⇒ Behavioral Sciences
⇒ Biochemistry and Molecular Biology
⇒ Family Medicine
⇒ Family Practice Center
University of Minnesota
Civil Service
Seniority Units
Within the Academic Health Center

⇒ Medical Microbiology and Immunology
⇒ Pathology and Laboratory Medicine
⇒ Pharmacology
⇒ Medical and Molecular Physiology
⇒ American Indian and Minority Health, Center of
⇒ Animal Services

Pharmacy, University of Minnesota Duluth, School of
The School of Pharmacy is its own seniority unit.

Definitions
(Civil Service Rules, January 2005)

Administrative Unit – Any administrative, department, collegiate, campus, or central unit.

Classification Seniority – Classification seniority shall mean length of service (total paid straight-time hours) in a particular classification; an employee accumulates and retains classification seniority in each of the classes in which the employee has worked. Classification seniority for continuing appointments shall be acquired only after the completion of the probationary period in each classification, but shall begin at the date of entry into each classification. Classification seniority for temporary appointments shall be acquired only after the completion of more than one calendar year of service in a 50 percent time or more appointment within the same classification, within the same administrative unit but shall begin at the date of entry into the classification.

Seniority Credit - Credit given in personnel processes to the length of service of an employee in a particular kind of work in a specific seniority unit, determined and granted in the manner established by these Rules.

Seniority Unit - The unit in which employees earn seniority. This can be a department, a group of departments, an administrative unit, a college, or an entire campus. Seniority units are determined at the collegiate or vice presidential level, with the approval of the Vice President.

Unit Seniority - Unit seniority shall mean cumulative length of service (total paid straight-time work hours) in all classifications held within a unit by an employee; an employee retains unit seniority in each of the units in which the employee has worked. For an employee who is hired into a continuing appointment, seniority shall be acquired only after the completion of the probationary period, but shall begin at the date of entry into the class in the unit. For an employee who is hired into a temporary appointment, unit seniority shall be acquired only after the completion of three calendar years of service in a 50 percent time or more appointment, within the same position, including reclassifications of that position, within the same administrative unit (see Rule 6, Section 6). Unit seniority shall begin on the first day after the three-year anniversary and is not retroactive to the date of entry into the class.