

Excerpt from [OP 32.02](#)

#### Non-reappointment and Termination

The following procedures on non-reappointment and termination for cause apply to untenured tenure-track faculty members, and to non tenure-track faculty members (as listed in section 4.c) who have served more than six full years.

- (1) The university is not required to give an untenured tenure-track faculty member a reason for a decision of non-reappointment. However, each faculty member is entitled to see all of his or her personnel file and, at his or her expense, to obtain a copy of the information contained therein.
- (2) If an untenured tenure-track faculty member alleges that a decision not to reappoint him or her is:
  - (a) Caused by considerations that violate academic freedom;
  - (b) For constitutionally impermissible reasons; or
  - (c) Significantly noncompliant with the university's established standards or prescribed procedures; then

The allegation of improper rationale for non-reappointment, as defined above, shall be given preliminary consideration by a faculty committee. The Tenure Advisory Committee is responsible for appointing that faculty committee from within or outside its own membership and for its functioning.

#### **Timelines for Notice of Non-reappointment**

These notification timelines apply to any notice of non-reappointment that is issued to untenured tenure-track faculty (see section 7). They do not apply to terminations issued to non tenure-track faculty as listed in section 4.c. December 8, 2009 Page 10 OP 32.01

- a. Full-time faculty members in their first year with the university whose duties commence with the first semester of the academic year must be notified by the following March 1 if they are not to be reappointed.
- b. Full-time faculty members in their first year with the university whose duties commence after November 15 must be notified by the following April 15 if they are not to be reappointed.
- c. Full-time faculty members who are in their second year with the university and who are not to be reappointed shall be notified by December 15 of the academic year in which the appointment is to terminate.
- d. Full-time faculty members with more than two years with the university will be notified of non-reappointment by issuance of a terminal contract for one academic year.
- e. Full-time faculty members who hold a position by appointment for a fixed time period shall receive notice of non-reappointment in accordance with the terms of the appointment or in accordance with sections a., b., c., or d above.