

**RESOLUTION TO CLARIFY PROBATIONARY REAPPOINTMENT LANGUAGE IN
THE FACULTY HANDBOOK**

WHEREAS, two different descriptions of the reappointment process appear in subsections 2.19.3.1 and 3.4.5.1 of the Faculty Handbook; and

WHEREAS, subsection 2.19.3.1 of the Faculty Handbook should include the schedule of notice of non-reappointment and not the process for determining reappointment; and

WHEREAS, there is currently no process in chapter 3 of the Faculty Handbook for resolving reappointment recommendations that differ between department heads and chairs and department personnel committees;

NOW, THEREFORE, BE IT RESOLVED that subsections 2.19.3.1 and 3.4.5.1 of the faculty Handbook be revised as indicated in the attached text below.

RECOMMENDATION:

That The Board of Visitors Approve the Resolution to Clarify Probationary Reappointment Language in the Faculty Handbook.

March 22, 2021

2.19.3.1 Non-Reappointment for Faculty on Tenure-Track or Continued Appointment-Track

~~Faculty members on probationary term appointments should make no presumption of reappointment, including reappointment with tenure. Non-reappointment may be determined by the department head or chair in consultation with the dean and with the advice of a departmental personnel committee or faculty development committee.~~

Faculty members on probationary term appointments that will not be renewed are given notice of non-reappointment in writing within the following time limits:

First year of employment (one-year term appointment): February 9 of academic year or three months before end of employment year;

Second year of employment: November 9 of the academic year or six months before end of employment year;

Subsequent years: 12 months before end of employment year (May 9 for academic year appointments).

3.4.5.1 Probationary Reappointment

Faculty members on probationary term appointments should make no presumption of reappointment. The department head or chair ~~with the advice of~~ and the departmental personnel committee or the faculty development committee evaluate faculty for non-reappointment. ~~The specific reasons for the decision are provided to the faculty member in writing, if requested.~~ (See chapter three, 3.4.2 Pre-Tenure Probationary Period and Progress Reviews.)

~~If the decision is based primarily on evaluation of the faculty member's performance, including perceived lack of potential for further professional development, then the faculty member may request a review of the decision by the dean of the college. If the dean sustains the departmental decision, the faculty member may request, through the dean, the further and independent review of the decision by the properly constituted college committee on promotion and tenure.~~

~~The committee makes a recommendation on each candidate to the head or chair. If the head or chair does not concur with the committee's recommendation, or if both the head or chair and the committee recommend non-reappointment, the specific reasons for the negative recommendation(s) are provided to the faculty member in writing by the department head or chair, and there is an automatic review of the candidate's dossier by the dean. If the dean reaches a decision of non-reappointment, the faculty member is notified by the dean in writing of the decision and the specific reasons for it. If the decision is based primarily on evaluation of the faculty member's performance, including perceived lack of potential for further professional development, then the faculty member may request a review of the decision by the dean of the college. If the dean sustains the departmental decision, the faculty member may request, through the dean, the further and independent review of the decision by the properly constituted college committee on promotion and tenure.~~

~~The faculty member may then request, through the dean, that the college committee on promotion and tenure independently review the decision. The faculty member presents the appeal in writing as specified in chapter three, "Appeals of Decisions on Reappointment, Tenure, or Promotion." The faculty member may elect to present oral arguments to the committee. If the committee concurs with the dean's decision, the decision is final. The dean notifies the faculty member in writing of the~~

~~reasons for the committee's decision and no further appeal is provided. If the committee's recommendation varies from the dean's, the case is automatically sent to the provost for review. The provost's decision is final. The college committee makes recommendation to the dean, who informs the faculty member of the committee's recommendation and the dean's subsequent decision. The dean's decision closes the appeal process, unless it is at variance with the college committee's recommendation, in which case the faculty member may appeal to the provost for a final decision.~~

Notice of non-reappointment is furnished according to the schedule in chapter two, "Retirement, Resignation, and Non-Reappointment."