

SECTION II. FACULTY AND ADMINISTRATIVE EMPLOYEES

Subsection A. Appointments

10. NOTIFICATION OF APPOINTMENT AND TERMINATION

b. Notification of Termination or Nonrenewal of Contract

(1) Those persons who hold regular appointments with academic rank and who are not tenured shall be guaranteed the following dates of notification (in the absence of a financial exigency) concerning the university's decision not to renew their appointment: (a) Not later than March 1 of the first academic year of service, if the appointment expires at the end of the year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination. (b) Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination. (c) At least 12 months before the expiration of an appointment after two or more years in the institution. A faculty appointment is deemed to expire on the last day of the calendar month in which the faculty contract or official notification of reappointment ends.

Every faculty appointment for a specific term must be accepted by the faculty member with the understanding that such an appointment entails no assurance or implication, except for the provisions for notification set forth above, that it will be renewed or that tenure will be granted. In the event there are insufficient appropriated funds to continue the appointment, notice must be given as soon as possible.

(2) Employees with regular appointments and without academic rank shall be entitled to the following notification in the event of nonreappointment or nonrenewal of contract.

(a) One year or less

For employees with one year or less of consecutive full-time service at the time of notification, a four-month notice of nonrenewal shall be required with the provision that termination not occur before the end of the current contract period, except for cause.

(b) More than one year and less than three years

For employees with more than one year and less than three years of consecutive full-time service at the time of notification, a six-month notice of nonrenewal shall be required with the provision that termination not occur before the end of the current contract period, except for cause.

(c) Three years or more

For employees with three years or more of consecutive full-time service at the time of notification, a 12-month notice of nonrenewal shall be required with the provision that termination not occur before the end of the current contract period, except for cause.

This period of notice shall not be required in the case of persons filling positions in any intercollegiate athletic program, in positions exclusively dedicated to fund raising, or in the case of employees whose positions are fully funded and contingent upon grants and/or contracts for the provision of services to parties external to the university. Every appointment without academic rank for a specific term must be accepted by the appointee with the understanding that such appointment entails no assurance or implication that it will be renewed.