

## New Appointment Schedule

	Old Schedule	New Schedule
<b>Initial Contract</b>	2 years	3 years
<b>*Required notice for non-reappointment</b> (date by which faculty must be given notice of non-renewal)	December 15 of second year of service	August 31 of second year of service
<b>Review for appointment to second contract</b>	Commences in fall of second year of employment: review must be completed in time for Dec. 31 notice by President	Commences in fall of second year of employment: review must be completed in time for August 31 (of second year of service) notice by President
<b>Rationale for change:</b>	Myriad complaints about rushed review; many reviews not completed on time with either (1) new contracts being issued without full faculty review or (2) more recently, non-renewals “without prejudice”	Allows more time for review; time to get more peer observations and an additional set of CTRs in cases of concern (Except for date of notice, target dates are guidelines and extensions may be granted)
<b>Second Contract</b>	2 years (year 3 and 4)	2 years (year 4 and 5)
<b>Required notice for non-reappointment</b>	August 31 of 3rd year of service (1 year prior to expiration of contract)	August 31 of 4 <sup>th</sup> year of service (1 year prior to expiration of contract)
<b>Review for appointment to third contract</b>	Commences in Fall of 3 <sup>rd</sup> year of service	Commences in Fall of 4 <sup>th</sup> year of service

<b>Rationale for change</b>	Many complaints about reviews in two successive years (2 <sup>nd</sup> and 3 <sup>rd</sup> year reviews) - not much time for additional info	A full two years of additional info before second review
	2 years (year 5 and 6)	2 years (year 6 and 7)

**Third Contract**

<b>Required notice for non-reappointment</b>	August 31 of 5 <sup>th</sup> year of service (1 year prior to expiration of contract)	None needed: Contract extends through end of tenure probationary period (Tenure review in 6 <sup>th</sup> year: if tenure granted, no additional contracts needed; if not, then contract expires at end of 7 <sup>th</sup> year)
<b>Review for appointment to third contract</b>	Commences in Fall of 5 <sup>th</sup> year of service	Not necessary - third contract runs through end of probationary period

**Fourth Contract**

<b>Required notice for non-reappointment</b>	None needed - this was a terminal appointment if tenure was not granted	None needed
<b>Rational for change</b>	This was a pro-forma reappointment with many complaints about a wasted time: the tenure review is in 6 <sup>th</sup> year and faculty was required to get one additional year if tenure was denied. Extremely rare for faculty to not allow candidate to stand for tenure and terminate appointment at end of 6 <sup>th</sup> year without tenure review.	