

Commission on Faculty Affairs

RESOLUTION TO REVISE FACULTY HANDBOOK SECTION ON APPEAL OF PROBATIONARY NON-REAPPOINTMENT DECISION

CFA 2025-26A

Resolution Proposal Form Sent to University Council Cabinet	August 28, 2025
First Reading by Commission on Faculty Affairs	October 3, 2025
Approval by Commission of Faculty Affairs	October 31, 2025
First Reading by Faculty Senate	October 10, 2025
Approval by Faculty Senate	November 7, 2025
Staff Senate Comment	October 9, 2025
Administrative and Professional Faculty Senate Comment	October 27, 2025
Graduate & Professional Student Senate Waived Right to Comment	November 7, 2025
Undergraduate Student Senate Waived Right to Comment	November 7, 2025
First Reading, University Council	December 1, 2025
Approved, University Council	Date
Approved, President	Date
Approved, Board of Visitors	Date
Effective Date	Upon Approval or Date

WHEREAS, The Faculty Handbook specifies all policies related to employment of faculty; and

WHEREAS, hiring decisions require multiple approvals considering budget, program needs, strategic priorities, and other factors; and

WHEREAS, dismissal for cause requires notification specifying the reason for non-renewal; and

WHEREAS, current policies for non-reappointment not related to dismissal for cause lack clarity; and

WHEREAS, academic leaders have the rightful authority to hire and dismiss faculty, but transparency in such decisions is important, especially when dismissals are for reasons other than performance;

NOW, THEREFORE, BE IT RESOLVED that the Faculty Handbook, section 3.5.1, be revised as shown below with changes noted in red.

Chapter 3: Tenure-Track and Tenured Faculty

3.5 Appeals of Decisions on Non-Reappointment, Tenure, or Promotion

(for *grievances* see Faculty Grievance Policy and Procedures in this chapter of the faculty handbook)

Appeal. A faculty member who is notified of a negative decision following an evaluation for a term reappointment during the probationary period **per section Reviews of Progress Toward Promotion and/or Tenure in this chapter**, for a tenured appointment, or for promotion may appeal for review of the decision under conditions and procedures specified in this section. The appellant has a right to an explanation of the reasons for the denial.

...

3.5.1 Appeal of Probationary Non-Reappointment Decision

Faculty members on probationary term appointments should make no presumption of reappointment. **Typically**, the department head, chair, or school director with the advice of the department/school personnel committee or the faculty development committee determines non-reappointment. Notice of non-reappointment is furnished according to the schedule in chapter two of this handbook, "Retirement, Resignation, and Non-Reappointment."

If the **non-reappointment negative** decision is based on evaluation of the faculty member's performance, including perceived lack of potential for further professional development, the faculty member may appeal the decision to the dean of the college. If the dean sustains the departmental or school decision, the faculty member may request, through the dean, a further and independent review of the decision by the properly constituted college committee on promotion and tenure. The faculty member presents the appeal in writing as specified in chapter three of this handbook, "Appeals of Decisions on Reappointment, Tenure, or Promotion."

The faculty member has the right to appear before the committee to present arguments. The college committee makes a 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 varies from the college committee's recommendation, in which case the faculty member may appeal to the provost for a final decision. The provost's decision cannot be appealed.

The non-reappointment decision of a faculty member on a probationary term appointment may also be made for reasons other than the faculty member's performance, such as modification of programmatic emphasis, enrollment trends, or a change in the nature of the position. Such a non-reappointment must be approved by the appropriate dean and the provost unless the non-reappointment decision is being made by the provost. The provost's decision cannot be appealed.



AP Faculty Senate Comments

CFA 2025-26A – Resolution to Revise Faculty Handbook Section on Non-Reappointment of Faculty Members on Regular Appointment

October 27, 2025

The A/P Faculty Senate Policies and Issues Committee has reviewed and approves/endorsees the CFA 2025-26A – Resolution to Revise Faculty Handbook Section on Non-Reappointment of Faculty Members on Regular Appointment.

Although the resolution received majority approval and endorsement from the A/P Faculty Senators, we are providing all submitted comments for your awareness and thoughtful consideration. A formal response to these remarks is not required.

This Whereas needs some language clarity work: WHEREAS, academic leaders have the rightful authority to hire and dismiss faculty, importance of transparency Importance of transparency, especially when dismissals are for reasons other than performance;

There appears to be duplicative typo in the 5th “whereas” section of the resolution; flagging for review.



Staff Senate Comments
Comments on CFA 2025-26A

10/9/2025

Staff Senate found that the fifth WHEREAS statement has a duplicate statement of importance of transparency but also reads incomplete and unclear. We recommend revising this statement completely.

Staff Senate has no other comments.

Thank you,

Gabe Petry, Chair, Staff Senate Policies and Issues Committee