

Reasons for Nonrenewal

Some colleges do not provide reasons; some provide reasons orally or in writing if requested; and others provide a written statement of non-renewal reasons.

Policy Option 1: Since the contract is terminated upon the completion of the term, the college will not provide reasons for nonrenewal.

If the faculty member requests, oral reasons for the nonrenewal will be provided. Further, if specifically requested, these reasons will be provided in writing.

Policy Options 2: Reasons for nonrenewal will be provided to the faculty member when the faculty member is sent the notice of nonrenewal.

Policy Option 3: Since a notice of non-reappointment is not a dismissal for adequate cause, the college will not state its reasons in the notice of non-reappointment.

Policy Option 4: A faculty member who has been notified of a decision not to renew the faculty member's contract may request from the dean of the faculty an explanation of the reasons which led to that decision.

C. TENURE

Overview

Tenure is one of the defining characteristics of academic employment. Only federal and some state judges also enjoy tenured appointments.

Tenure is a contract between a faculty member and the institution by which the faculty member is employed. The decision to grant tenure is based on the faculty member's demonstrated superior performance and the expectation that this performance will continue. In return, the college insures continual employment.