

3. The College shall have the right to not renew the contract of a tenure-track faculty member if any of the following occur:
 - a. There is a period of fiscal emergency and adequate funds are not available at the College;
 - b. The services of the faculty member are no longer required by reason of changes in the educational program of the College; or
 - c. The faculty member has not met the required standards of performance or professional conduct,

6.3 REAPPOINTMENT OF FACULTY TO 3RD, 4TH, 5TH, AND 6TH YEARS

APPLICANT ACTIONS/RESPONSIBILITIES

1. Faculty members seeking Reappointment to a 3rd, 4th, 5th or 6th year must inform the Dean, the Convening Group, the UPC, and ER.
2. The applicant must request their Convening Group to write and send a letter to the UPC.
3. Each faculty member applying for R

8. The UPC forwards its letter of recommendation to the Unit for action at least four (4) days

DEAN ACTIONS AND RESPONSIBILITIES (PROCEDURES)

It is recommende

PRESIDENT ACTIONS AND RESPONSIBILITIES (PROCEDURES)

1. The President reviews all documentation.

- 2.

by the chairperson of the appropriate UPC, shall be incorporated in the final recommendation of the appropriate UPC.

- c. A copy of the written summary report shall be sent to the applicant.

Each applicant for Reappointment with tenure may request and receive a hearing with the Unit Council recommendation. In all cases, the applicant shall have at least forty-eight (48) hours prior written notice of the scheduled hearing. The applicant may waive the forty-eight (48) hour prior written notice requirement by notifying their Dean in writing.

1. In such cases where the Dean does not concur with a recommendation received from the Unit and/or UPC, the applicant may request and receive a conference with the Dean by the deadline established by ER.

Decision

1. In the event of a non-Reappointment recommendation by the Provost, the applicant may request and receive a conference with the Provost by the deadline established by ER.
2. After the conference and only if their non-Reappointment recommendation persists, the Provost shall provide the applicant, the Dean, and chairperson of the UPC with an explanation of their negative recommendation in writing.

Appeal of the P

1. The applicant may request and receive a conference with the President, which shall be submitted to the appropriate BOT Committee.

6.5 ROLE OF EMPLOYEE RELATIONS (ER)

1. ER develops a calendar for the Reappointment process in consultation with the AFT and makes this calendar available to all faculty and librarians.
2. ER sets up and manages an appropriate digital storage system/platform/software into which each digital application can be uploaded/saved and from which access can be given for the purpose of the review process.
3. ER provides access to digital application packages to each applicant, Convening Group, UPC and Unit Dean, Provost, and President, as appropriate and permissible, on a predetermined schedule.

6.6 RECOMMENDATIONS AND WRITTEN COMMUNICATIONS

1. Any and all information or documents received at any point in the Reappointment process related to the evaluation of the applicant shall be in writing and must be signed by the author of the document. Such communications shall be forwarded to the applicant and be added to their application. An opportunity shall be provided for the applicant to respond if they so desire.
2. Recommendations at each level of the Reappointment process prior to the review by the appropriate BOT committee shall be in writing and should include reasons for the decision and signed by the appropriate party.
3. No anonymous ~~w~~arded to the applicant asie9a