

AY21-20-F

Faculty Senate Issue Log Form

Title-of-Issue: Written explanation for "no" votes for reappointment in the Reappointment/Annual Review policy for tenure-track faculty

Description: In the annual review for reappointment of non-tenured, tenure-track faculty, the department committee votes on whether the faculty member under review should be reappointed the next year during the faculty member's probationary period.

Unlike the tenure review that occurs at the end of the probationary period where committee members must provide a rationale for a vote against tenure, there is no requirement in the faculty handbook for faculty members to explain a vote against reappointment to the next year. Given the significance of a vote against reappointment, the faculty on the department committee should have to provide a rationale explaining a vote against reappointment. This is important for the development of the non-tenured faculty member and to assure that votes against re-appoint are based in policy.

Rationale: Given the significance of a vote against reappointment during annual review of non-tenured, tenure track faculty members, the faculty on the department committee should have to provide a rationale for votes against reappointment, similar to the process for tenure review. This is important for the development of the non-tenured faculty member and to assure that votes against re-appoint are based in policy.

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