INDIANA UNIVERSITY BLOOMINGTON

Review of Non-Reappointment After the Initial Three Probationary Years

(By Action of Bloomington Faculty Council, March 4, 2003)

It is generally expected on the Bloomington campus that tenure-probationary faculty members or librarians who have been reappointed after their initial contracts without notice of non-reappointment will have an opportunity to establish their qualifications for tenure by their sixth year. Therefore, non-reappointment decisions made after the third probationary year at the department level or at the school level in non-departmentalized schools are reviewed using procedures similar to those used in the tenure process.

Annual reviews leading to non-reappointment decisions after the third probationary year should entail enhanced unit procedures. The faculty member or librarian shall be notified of the possibility of non-reappointment and given sufficient time and guidance to prepare a dossier adequately representing his or her qualifications, including, if desired, outside letters. A review committee shall be appointed, consisting of at least two faculty members other than the chair or, in non-departmentalized schools, other than the dean and associate deans, and there shall be a full review of the case and vote by the unit tenured faculty. Any documents originating from the unit, on which a non-reappointment decision may be based, shall be included in the dossier by the chair, and be open to the faculty member or librarian's review. The written report of the review committee and the chair or dean's written report of the assembled faculty review and vote shall become part of the enhanced review dossier.

In cases of departmental non-reappointment decisions after the third probationary year, unless the faculty member or librarian requests in writing to the chair or dean that no further action be taken, the enhanced review dossier shall be forwarded to school and campus tenure committees and administrators, using procedures analogous to the tenure process. In non-departmentalized schools the dossier shall be forwarded directly to the campus tenure committee.

Appeals of non-reappointment decisions may be made to the Mediation Committee and/or the Faculty Board of Review.