



ACADEMIC AND STUDENT AFFAIRS

July 2, 2018

To: All Faculty Affected by IFO-MnSCU Agreement

From: Tony Pepper, Provost and Vice President
Academic & Student Affairs

Subject: 2018-2019 ARTICLE 25 NON-RENEWAL PROVISION

Article 25, Section E of the IFO-MnSCU Master Agreement provides a process for decisions regarding non-renewal of probationary faculty stating that, “a recommendation for non-renewal of a probationary faculty member may be made by the appropriate department, immediate supervisor, or Vice President”. The timetable, below, provides an outline of the dates associated with various steps in the process. The Department, if making a recommendation, must follow its personnel recommendation procedure to consider the issue of non-renewal. Departments are encouraged to review the definition of the term “recommendation” set forth in Article 5, Section A, Subd. 44 of the IFO/MnSCU Master Agreement.



2018-2019 Non-Renewal of Probationary Faculty (Article 25)

ARTICLE 25	If the department is making a recommendation, deadline for non-renewal recommendation from the department, with a copy to the faculty member	If the Dean is making a recommendation, deadline for non-renewal recommendation from the Dean to the Vice-President, with a copy to the faculty member	Deadline for non-renewal recommendation from Vice-President to President with a copy to the faculty member	Deadline for optional meeting with President if there is a non-renewal recommendation from Department Dean / Supervisor or Vice-President	Deadline for President to notify faculty of non-renewal	Deadline for optional meeting with President during terminal year
1st Year Probationary (FY 19 Faculty who began in Fall 2018)	8-30-19	9-25-19	9-27-19	10-4-19	11-1-19*	1-15-20*
1st Year Probationary (FY 18 Faculty who began in Fall 2017)	8-21-18	8-31-18	9-26-18	10-5-18	11-1-18*	1-15-19*
2nd-5th Year Probationary	3-29-19	4-12-19	4-26-19	5-8-19	8-1-19*	1-15-20*

*Contractual Dates

J:/Evaluation Procedures/2018-2019-Eval/Nonrenewal 2018-2019 memo (tan) 7-2-18

*