

# 2025-2026

## Article 25, Section E. Non-Renewal of Probationary Faculty

**Summary:** Excepting all contractual, legal, and criminal provisions, the IFO agreement *generally* provides a newly appointed probationary faculty member with a *minimum* of two years of probationary employment prior to dismissal through the non-renewal process.

### Steps in the Non-Renewal Process

<i>If the Dept is making a recommendation:</i>	<i>If the Dean is making a recommendation:</i>	<b>Deadline for non-renewal recommendation from the Vice-President to President, with a copy to the faculty member</b>	<b>Deadline for optional meeting with President if there is a non-renewal recommendation from Department, Dean/Supervisor, or Vice-President</b>	<b>Deadline for President to notify faculty of non-renewal</b>	<b>Deadline for optional meeting with President during the terminal year</b>
<b>Deadline for non-renewal recommendation from the Dept, with a copy to the faculty member</b>	<b>Deadline for non-renewal recommendation from the Dean to the Vice-President, with a copy to the faculty member</b>				

### Timeline for Probationary Faculty that Started Fall 2023 or Prior to Fall 2023

Dates published last cycle & carried forward.				Contractual dates. See paragraph below.	
<b>03-28-25</b> Friday: Eleventh week of Spring classes	<b>04-13-24</b> Sunday: 16 days later	<b>04-27-25</b> Sunday: 14 days later	<b>05-12-25</b> Monday: 15 days after final rec deadline	<b>08-01-25*</b>	<b>01-15-26*</b>
<b>03-27-26</b> Friday: Eleventh week of Spring classes	<b>04-10-26</b> Friday: 14 days later	<b>04-24-26</b> Friday: 14 days later	<b>05-12-26</b> Tuesday: Final faculty duty day of spring semester	<b>08-01-26*</b>	<b>01-15-27*</b>

In any probationary year after the date of November 1 in a Probationary Faculty's second probationary year, a notification of non-renewal must occur no later than August 1, with employment allowed through the subsequent academic year.

### Timeline for Probationary Faculty that Started Fall 2024

<b>08-29-25</b> Friday: First week of Fall classes	<b>09-12-25</b> Friday: Third week of Fall classes	<b>09-26-25</b> Friday: Fifth week of Fall classes	<b>10-03-25</b> 7 days after final rec deadline	<b>11-01-25*</b>	<b>01-15-26*</b>
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A Probationary Faculty entering their second year of a probationary position and recommended for non-renewal must be notified of non-renewal no later than November 1 of their second year of probationary employment and allowed employment through the remainder of their second academic year.

### Timeline for Probationary Faculty that Start Fall 2025

<b>08-28-26</b> Friday: First week of Fall classes	<b>09-11-26</b> Friday: Third week of Fall classes	<b>09-25-26</b> Friday: Fifth week of Fall classes	<b>10-02-26</b> 7 days after final rec deadline	<b>11-01-26*</b>	<b>01-15-27*</b>
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A Probationary Faculty beginning their first year of a probationary position and recommended for non-renewal must be notified of non-renewal no later than November 1 of their second year of a probationary position and allowed employment through the remainder of their second academic year.

**\*Contractual Dates**