

### Rationale for proposed change to FH Section 3.4.1.1 and 5.4.1.2

The proposed change in both sections has to do with the length of notice of nonrenewal or renewal for lecturers and clinicians who have been employed three years or more. Currently a notice of one year before the end of the contract is required. The length of this required notice poses a problem when the employees have contracts of one year or less (9 months). Currently meeting this requirement results in situations such as the following: an employee who has been a lecturer for more than 3 years and currently has a 9 month contract (ending on May 15) is given a nonrenewal notice on May 15, 2015 (which is a year from the end of next year's contract). At the time of getting this nonrenewal notice this employee will not have their next contract and may not know if another contract is forthcoming. This cycle of receiving a nonrenewal notice in May and then getting a new 9 month contract in July or August may be repeated for several years. This awkward practice can be ameliorated by shortening the period for notice of nonrenewal.

The proposed solution is to change the required notice of nonrenewal to six months from the end of the contract. This seems to be the best compromise between giving adequate notice and allowing administrators time to make real decisions about needs and budget. It is important to keep in mind that this applies only to those lecturers who have been employed three years or longer. Lecturers who have been employed at ISU for fewer than three years have no required notice for nonrenewal.

#### 3.4.1.1 Nonrenewal of Term Appointments of Lecturers/Senior Lecturers and Clinicians/Senior Clinicians

Appointments of Lecturers and Clinicians for periods of one semester to three years do not require a notice of intent not to renew. Lecturers and clinicians who have been employed continuously at one-half time or greater for three years or more must be given advance written notice of [renewal or](#) nonrenewal of his or her current contract at [least six months](#) ~~least one year~~ before its expiration. In case notice is not given and a new contract has not been entered, the appointment automatically renews for a one-year term for which no further notice of non-renewal is required.

#### 5.4.1.2 Evaluation, Renewal, and Advancement Procedures for Lecturer, Senior Lecturer, Clinician, Senior Clinician, and Adjunct appointments

In addition to the above principles established in conjunction with the Faculty Senate, the following practices and procedures shall apply:<sup>3</sup>

- Since the appointment of Lecturers and Clinicians is for a specified period of time, no special notice of intent not to renew is necessary, with one exception. For Lecturers and

Clinicians who have been employed continuously at one-half time or greater for three years or more, advanced written notice of nonrenewal must be given at least six months prior to the end of their current contract~~one year in advance~~; (FH Section 3.4.1.1).