

Proposed Revisions to the *Palmetto College Campuses Faculty Manual*
 Palmetto College Campuses Faculty Senate
 University of South Carolina

Brief Title of Proposed Change	Reappointment during Probationary Period for Tenure-Track Faculty
Committee Proposing Revision	Rights and Responsibilities
Date of Presentation to Senate	9/22/2017
Senate Approval Date	11/10/2017

Rationale for Proposed Revisions

- Currently, there is a deadline for the notification of non-reappointment of tenure-track faculty in their probationary period, but there are no end dates for these appointments.

Terrie Smith, the Assistant Provost for Faculty Affairs in the Office of the Provost, on behalf of the Office of General Counsel “strongly suggest using the language of the Columbia faculty manual regarding non- reappointment dates and the appointment end dates. For legal reasons, it is necessary to include those end dates with any notice of non-reappointment.”

Summary of Proposed Revisions

- Replace item 3a. (p. 14) with language from Columbia Manual (p. 21)

Section and page numbers of the current *Manual* for proposed revisions

Current	Proposed
<p>3. a. If during the first year of an appointment not expressly temporary in nature, it is deemed in the best interest of the University to terminate the appointment at the end of the first year, notice of such termination will be given in writing by March 1 for first-semester appointments and July 1 for second-semester appointments.</p> <p>If during the second year of such an appointment, it is deemed in the best interest of the University to terminate the appointment at the end of the second year, notice of such termination will be given in writing by December 15 (April 15 for a second-semester appointment).</p> <p>Thereafter, notice in writing of the termination of any appointment to which the provisions of this section apply will be given at least twelve months prior to the date of termination.</p>	<p>3. a. Reappointment during Probationary Period for Tenure-Track Faculty</p> <p>Within the probationary period, all faculty appointments are on an annual basis. Written notice will be given each year of reappointment or non-reappointment for the following year. The termination of an appointment prior to its scheduled expiration shall only be for cause. What constitutes cause and the procedures to be followed are those set forth in the provisions for termination of tenured faculty. If an appointment is not to be renewed, adequate notice will be given.</p> <p>Adequate notice is as follows:</p> <p>If the faculty member is in the first year of the probationary period, notice of non-reappointment will be given in writing by March 1. The</p>

appointment will end on August 15. For a mid-year appointment, notice of non-reappointment will be given by July 1. The appointment will then end on December 31.

If a faculty member is in the second year of the probationary period, notice of non-reappointment will be given in writing by December 15. The appointment will then end on August 15. For a mid-year appointment, notice of non-reappointment will be given in writing by April 15. The appointment will then end on December 31.

Thereafter, notice of non-reappointment will be given in writing at least twelve months prior to the effective date.

If there is termination for cause, these notification requirements do not apply.