

term expires, shall within 20 days after he/she received the request give the faculty member a written decision whether an offer of reappointment will be made and, if so, its terms. Failure to communicate a decision constitutes notice that no offer will be made. The decisions herein required shall be made as provided in Section 3.D.

B. New Hires with Exemplary Credentials

In exceptional cases an academic unit might hire a candidate with exemplary credentials to associate or full professor rank with tenure. In such a case, the candidate's credentials must be reviewed by the University's tenure policy, and the process must result in a positive decision before an offer of permanent tenure can be made to the candidate. The candidate will be asked to prepare a package of his/her credentials and apply for tenure. The Provost will call upon the relevant tenure committees and the Dean to expedite the review process (as outlined in Section 3.D) and reach a positive or negative recommendation in a timely fashion. The decision of the tenure process will be communicated to the candidate and it may result in an offer for hire with or without tenure.

C. Instructors

The rank of instructor is appropriate for one who is appointed to the faculty in the expectation that he/she will progress toward the professorial rank (assistant professor, associate professor, or professor) but lacks, when appointed, one or more qualifications expected by his/her department⁵ or school for appointment to professorial rank. When he/she meets all those qualifications, the faculty member will be considered for promotion to assistant professor and then either promoted or given timely notice of non-reappointment.

The initial appointment to the rank of instructor is for a probationary term of one year. The instructor may be reappointed successively for six additional one-year terms, or a total of seven such terms. At least 90 days before the end of the first term and 180 days before the end of the second consecutive term, the instructor shall be given written notice whether, when his/her current term expires, he/she will be reappointed to the rank of instructor for another term, promoted to the rank of assistant professor, appointed to a fixed term as provided in Section 3. B(5), or not reappointed. During the last 180 days of the second consecutive year of employment, the institution may notify the instructor that his/her employment will be terminated at the end of the third year of employment. Before the end of the third consecutive term, the instructor who has not been notified that his/her employment will be ended in that year as provided in the preceding statement shall receive written notice whether, when his/her current term expires, he/she will be reappointed to a fourth consecutive term, promoted to the rank of assistant professor, appointed to a fixed term as provided in Section 3. B (5), or offered a terminal one-year appointment at the end of the current term. Decisions shall be made with respect to these same options before the end of the fourth, fifth, and sixth consecutive terms. No reappointment to the rank of instructor may be made after seven consecutive years of

⁵ "Department" is used herein as a generic term for departments, professional schools, the library, and any other academic units to which faculty reappointments are made; "chairperson," as a generic term for department chairperson, deans of professional schools, director of the library, and any other heads of academic units to which faculty reappointments are made.

employment at that rank. The failure to give the required notice of a decision not to reappointment at any point herein required has the same effect as a decision at that time to offer a terminal appointment at the same rank for one academic year. The decisions herein required shall be made as provided in Section 3. D.

Promotion at any time from the rank of instructor to that of assistant professor constitutes an initial appointment at the latter rank, with the incidents described in Section 3. B (2).