

FGC Resolution 23/24-11 – To Clarify Policy Regarding Renewal of Term Appointments

The Faculty Governance Committee moves to clarify the number of years for which a Term position may be ultimately renewed. The red type indicates new language, and the strikeout indicates removed language.

Rationale:

The purpose of this resolution is to clarify existing policy, rather than change policy.

While the *Faculty Manual* defines the consecutive number of years a full-time Term faculty member may be employed by the college, faculty have expressed questions about the meaning of the current language. Of special concern has been whether or not exceptions to the “six-year rule” (which limits full-time Term faculty employment to six years) were possible for all Term appointments or if those exceptions were only for appointments at Instructor level.

FGC has worked with Provost Sortor to clarify the college’s position on full-time Term employment. The new language intends to clarify that full-time Term appointments are for one, two, and three years; beyond six years, non-Instructor Term faculty must either be granted an exception to continue full-time employment at the college or transition into a Teaching Specialist or a Special Appointment position. These limits do not apply to Instructor appointments, which may be renewed beyond six years. The following text attempts to clarify this understanding by adding new text, eliminating unnecessary language, and splitting the section into two paragraphs.

The current language pertaining to full-time appointments is as follows:

4.III.E.6 Term appointments are for one, two, or three years; these appointments are renewable up to six years. In special cases, full-time term appointments at the instructor rank may be renewed beyond six years without tenure. Such appointments should be regarded as exceptional, and considered carefully by St. Olaf College and the individual. [See Section 4.V (“Tenure”) for conditions under which these appointments may count towards a subsequent tenure review.]

Revised text pertaining to full-time appointments is as follows:

4.III.E.6 Term appointments are for one, two, or three years. These appointments are renewable up to six years, with few exceptions made at the discretion of the President and the Dean of the College. For Instructor, Teaching Specialist, and Special Appointments, see Sections 4.III.E.7, 4.III.G, and 4.III.H, respectively. [See Section 4.V

("Tenure") for conditions under which these appointments may count towards a subsequent tenure review.]

~~4.III.E.7 In special cases, full-time t~~Term appointments at the iInstructor rank may be renewed beyond six years without tenure (see also Sections 4.IV.A.1 and 4.V.E.3). ~~Such appointments should be regarded as exceptional, and considered carefully by St. Olaf College and the individual.~~ [See Section 4.V ("Tenure") for conditions under which these appointments may count towards a subsequent tenure review.]

Items 4.III.E.7, 4.III.E.8, and 4.III.E.9 will become 4.III.E.8, 4.III.E.9, and 4.III.E.10, respectively.