

1 **Article ____: Notices of Appointment**

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Note: *Oregon Tech proposes that*

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38 ~~Non-renewal notices for faculty on tenure track shall be sent by June 30th of the year~~
39 ~~prior to which their contract is to end. The notice shall include a reason for non-renewal,~~
40 ~~including programmatic reductions or eliminations, retrenchment, or performance~~
41 ~~shortcomings as demonstrated by Annual Performance Evaluations over at least two~~
42 ~~years of employment.~~

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44 ~~Section 3. Notices of Appointment for Other Faculty.~~

45 ~~The Employer shall provide notice of renewal to fixed term, non-tenure track faculty no~~
46 ~~later than December 1st of the calendar year of the faculty member's current term of~~
47 ~~appointment. If a NTTF initial appointment is for a period of multiple years, their~~
48 ~~renewal notice shall be for that same period, unless modified by promotion decisions as~~
49 ~~outlined in Article [x] on Promotion of NTTF.~~

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51 ~~A department's intent to not re-appoint a non-tenure track faculty for the following~~
52 ~~academic year shall be communicated to the faculty member by November 30th. If a~~
53 ~~faculty member is not offered re-appointment, the department chair and the faculty~~
54 ~~member shall discuss, at the member's option, whether other opportunities exist for them~~
55 ~~based on their qualifications (within or outside of their current assigned department).~~

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57 ~~Neither Oregon Tech nor its departments, or colleges shall establish a policy which~~
58 ~~arbitrarily limits the number of academic terms or years during which a member may be~~
59 ~~employed.~~

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61 ~~Appointment duration for bargaining unit members who are Visiting Professors or~~
62 ~~Professors of Practice is in compliance with the provisions of this Agreement. The~~
63 ~~reappointment of Visiting Professors or Professors of Practice shall be under the~~
64 ~~classification of non-tenure track faculty, with appropriate credit towards promotion~~
65 ~~given for time spent in their previous positions at Oregon Tech.~~

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67 ~~Section 4. Non-renewal of NTTF~~

68 ~~Non-Tenure Track Faculty bargaining members who have not yet been promoted may be~~
69 ~~non-renewed, at the discretion of the Employer, pursuant to the timeline provided here.~~

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71 ~~A NTTF who has been promoted may still receive non-renewal for the following reasons:~~

- 72 ~~i) Failure to meet minimum standards as outlined in Article [x] on Appointment~~
73 ~~and Promotion of NTTF for two or more years; or~~
74 ~~ii) Inadequate resources within the unit or department to continue funding for the~~
75 ~~bargaining faculty's position; or~~
76 ~~iii) Programmatic reasons, including but not limited to, departmental adjustments~~
~~necessary to accommodate students; or~~

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

2019 OIT/OTAAUP Negotiations
OIT Counter Proposal*
May 18, 2020