

## PROPOSED AMENDMENT

V. Terms and Continuation of Appointment [second paragraph]: Insert language in *italics*.

A Lecturer shall be appointed with a nine (9) month contract that may be renewed annually. *Renewal is contingent upon satisfactory performance of assigned duties and available funding, except that Lecturers who have completed seven (7) years of satisfactory service may be discontinued only for just cause or in case of financial exigency.* All department heads and unit heads shall conduct at least one yearly review with each Lecturer to evaluate his or her performance and to discuss his or her future development. In order to review the Lecturer fairly, the head shall request a current vita and any supporting material the head deems appropriate prior to the review. More frequent reviews may be conducted at the discretion of the Lecturer or the department head.

V. Terms and Continuation of Appointment [third paragraph]: Insert language in *italics*.

Senior Lecturers shall be appointed with a nine (9) month or multi-year contract that may be renewed. *Renewal is contingent upon satisfactory performance of assigned duties and available funding, except that Senior Lecturers who have completed seven (7) years of satisfactory service may be discontinued only for just cause or in case of financial exigency.* All department heads and unit heads shall conduct at least one yearly review with each Senior Lecturer to evaluate his or her performance and to discuss his or her future development. In order to review the Senior Lecturer fairly, the head shall request a current vita and any supporting material the head deems appropriate prior to the review. More frequent reviews may be conducted at the discretion of the Senior Lecturer or the department head.

V B. Noncontinuation of Appointment [first paragraph]: Insert language in *italics*.

*Noncontinuation of a Lecturer/Senior Lecturer who has completed less than seven years of continuous full-time service may occur at the completion of the fixed-term appointment for unsatisfactory performance, enrollment and/or curricular changes that eliminate the need for the position, lack of funding, financial exigency, or just cause (according to due process as explained in Chapter 3.16 of the Faculty Handbook). Noncontinuation of a Lecturer/Senior Lecturer who has completed seven years of continuous full-time service may occur for financial exigency or for just cause (according to due process as explained in Chapter 3.16 of the Faculty Handbook).*