ARTICLE 13: Retrenchment
10/24/19

H. Written notice that employment is to be terminated because of retrenchment shall be given as follows:

1. For an untenured tenure track faculty member holding a first one year contract, at least three months;

2. For an untenured tenure track faculty member holding a second one-year contract or a third one-year contract, at least six months;

3. For an untenured tenure track faculty member who has either:
   a. Completed three or more years of service at Temple, or
   b. Been issued a three-year contract at the time of first appointment to Temple, at least 12 months.

4. For tenured faculty, at least 12 months.

5. For nontenure track faculty, notice equivalent to the period of notice of nonrenewal under Article 15.

13.1. The order of retrenchment for faculty within a department or program of instruction shall be:

1. Part-Time Faculty

2. Nontenure track faculty with fewer than five years of service, with individual decisions based upon such important factors as affirmative action goals, academic excellence, years of service, and programmatic needs.

3. Nontenure track faculty with five years of service or greater with individual decisions based upon such important factors as affirmative action goals, academic excellence, years of service and programmatic needs.

4. Untenured tenure track faculty, with individual decisions based upon such important factors as affirmative action goals, academic excellence and years of service.