

ARTICLE 15
RENEWAL OR NONRENEWAL OF TENURE-TRACK APPOINTMENTS

A. For full-time tenure-track faculty who do not have tenure, written notice that employment is to be terminated shall be given as follows:

1. For a faculty member holding a first one-year contract expiring at the end of the Spring academic period, not later than March 15; or if the one-year appointment terminates at another time, at least three (3) months in advance of its termination.

2. For a faculty member holding a second or third one-year contract expiring at the end of the Spring academic period, not later than December 15; or if the second or third one-year appointment terminates at another time, at least six (6) months in advance of its termination.

3. For a faculty member who either has completed three or more years of service at Temple or has been issued a three-year contract at the time of first appointment at Temple, at least twelve (12) months in advance of the expiration of the appointment.

B. Temple shall have the option of substituting equivalent severance salary for the period of advance notice. In making this determination, Temple will take into consideration the faculty member's expressed preference.