

Faculty Senate Resolution on Notice of Non-Reappointment February 11, 2025

Whereas “[s]hared governance is important at Kansas State University [and] the primary aim of the Faculty Senate is to facilitate meaningful participation of faculty and unclassified professionals in the establishment of university policies and in the formulation of procedures for their interpretation [and in their] continued review and scrutiny.” *Faculty Senate Constitution*.

Whereas prior to December 10, 2024, Kansas State University Handbook Section C170.3 stated that following successful completion of a probationary period, all regular unclassified professions “[t]hereafter ... must be provided 12 months’ notice if [they] will not be reappointed for the next fiscal year.”

Whereas this clause was triggered when each individual successfully completed the probationary period.

Whereas for most regular unclassified professionals this clause was triggered many years prior July 1, 2023, and the clause remained substantively unchanged prior to December 10, 2024.

Whereas the plain wording of this clause (“thereafter... must be provided ...”) was intended to grant the right to 12 months’ notice of non-reappointment, in perpetuity, to each individual upon successful completion of the probationary period, so long as they remained employed by Kansas State University in such a position.

Whereas this clause was meant as a binding commitment by Faculty Senate to the regular unclassified professionals of Kansas State University it represents.

Be it resolved that all regular unclassified professionals who have successfully completed the initial probationary period and are currently employed as such at Kansas State University should continue to receive 12 months’ notice if they will not be reappointed for the next fiscal year. Furthermore, they should retain this right as long as they remain employed as regular unclassified professionals.