

**BY: Kansas State University Faculty Senate**

- WHEREAS,** Kansas State University and the broader field of higher education operate within a highly competitive environment, and there is an understanding of the necessity for the administration to make personnel adjustments in a streamlined manner; and
- WHEREAS,** The Notice of Non-Reappointment (NNR) process has only been utilized four times in the last five years with academic faculty, indicating its limited application in practice; and
- WHEREAS,** Feedback from many faculty members has indicated that the previous non-reappointment notification period played a significant role in their decision to join and remain at Kansas State University, as it was perceived as a valuable and distinguishing benefit that contributed to job security and stability; and
- WHEREAS,** This one-year NNR period has historically been perceived as a benefit by prospective and existing employees, offering assurance with minimal financial cost to the university unless the NNR option is exercised, with costs offset by continued work from the employee during the notice period; and
- WHEREAS,** The decision to amend this cost-effective policy to a 90-day notice period may result in several adverse outcomes, including challenges in recruiting new employees, diminished goodwill among current employees, and a potential increase in employee attrition, particularly among high-performing employees with alternative opportunities; and
- WHEREAS,** The Kansas Board of Regents' (KBOR) decision has imposed limitations on the flexibility of department supervisors and administrators who are responsible for budgetary decisions, preventing them from strategically offering longer NNR periods when deemed beneficial to their departments; and
- WHEREAS,** This policy, as currently enacted, may cause more harm to Kansas State University in the competitive higher education environment than it provides benefits, by reducing the university's ability to attract and retain top-tier talent, thereby impacting the overall quality of education and research.

**BE IT RESOLVED THAT**

- SECTION 1.** The Faculty Senate calls for the Kansas Board of Regents to reconsider the policy on the Notice of Non-Reappointment, granting university supervisors and administrators the flexibility to determine appropriate NNR periods between 90 days and one year based on the specific hire and department needs, thereby supporting recruitment and retention efforts and enhancing employee morale at Kansas State University.

---

Teresa Douthit  
Faculty Senate President, 2024-2025  
Kansas State University

---

Date