

DECISIONS TO NOT REAPPOINT OR PROMOTE *(new July 2014)*

A decision to not reappoint or promote a faculty member may be based on any of several factors, including but not limited to: failure to meet the applicable reappointment or promotional criteria; failure to sufficiently meet performance expectations for assigned roles; the nature and distribution of the faculty member's activities do not match the current needs and mission of the department and/or Medical Center; the faculty member's services are no longer needed; lack of sufficient salary support; or the faculty member is not the most qualified for available positions. Faculty appointments and reappointments are, in general, closely tied to the School's missions and to its current or emerging programmatic and strategic needs. Recruitment and retention of the most qualified candidate for each specific position are the principal objectives in meeting such needs.