



WMU-AAUP Bulletin

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Term Appointments...Are you Aware?

Currently, there are 101 term-appointed faculty within Western Michigan University (12% of our total faculty). Term appointments are generally for one-year periods and are renewable annually for up to five consecutive years. Article 14 of our contract describes term appointments in greater detail: *Term appointments are generally for one-year periods and are renewable annually for up to five consecutive years. Renewable-term appointments may be used for leaves-of-absence, sabbatical leaves and emergency replacements, and for temporary instructional needs, with the recommendation of the departmental faculty, but consecutive appointments shall not exceed five years.*

The contract further stipulates that when a term position has been renewed for a fourth consecutive year, the position shall be evaluated and considered for conversion to a tenure-track position. Are you a term appointee approaching your fifth year of appointment? If this applies to you, it would be beneficial for you to communicate with your chair regarding the possibility of converting your position to one that is a tenure-track appointment. We are available to assist you with communications and interaction within your departments, the provision of further information regarding term appointments, and contract interpretation as needed.