

1073 11.7 Removal of Contents. Materials shown to be contrary to fact shall be removed from the files. This  
1074 section shall not authorize the removal of materials from the evaluation files when there is a dispute  
1075 concerning a matter of judgment or opinion rather than fact. Materials may also be removed pursuant to  
1076 the resolution of a grievance.

1077  
1078 11.8 Limited Access Information. Information reflecting evaluation of employee performance shall be  
1079 available for inspection only by the employee, the employee's representative, and university officials who  
1080 use the information in carrying out their responsibilities, peer committees responsible for evaluating  
1081 employee performance, and arbitrators or others engaged by the parties to resolve disputes, or by others  
1082 by court order. However, such limited access status shall not apply to summary data, by course, for the  
1083 common "core" items contained in student course evaluations, which have been selected as such by the  
1084 University and made available by the University to the public on a regular basis.

## 1088 **Article 12 - Non-Reappointment**

1089  
1090  
1091 12.1 No Property Right. No appointment shall create any right, interest, or expectancy in any other  
1092 appointment beyond its specific terms, except as provided in Article 13.2, and Article 15.9.

1093  
1094  
1095 12.2 Notice.

1096 A. All employees, except those described in Sections 12.2(B)(1) and (C) below, are entitled  
1097 to the following written notice that they will not be offered further appointment:

1098 (1). For employees in their first two (2) years of continuous University service, one semester (or  
1099 its equivalent, 19.5 weeks, for employees appointed for more than an academic year);

1100 (2). For employees with two (2) or more years of continuous University service one year; or

1101 (3). For employees who are on "soft money" e.g., contracts and grants, sponsored research  
1102 funds, and grants and donations trust funds, who had five (5). or more years of continuous  
1103 university service as of June 30, 1991, one year.

1104 (4). The provision of notice under this section does not provide rights to a summer appointment  
1105 beyond those provided in Article 8.4(B).

1106  
1107 B. Employees who are on "soft money," e.g., contracts and grants, sponsored research  
1108 funds, and grants and donations trust funds, except those described in Article 12.2(A)(3), above, are  
1109 entitled to the following written notice that they will not be offered further appointment:

1110 (1). For employees in their first five (5) years of continuous university service, no notice need be  
1111 provided and the statement in (D), below, shall be included in their employment contracts; or

1112 (2). For employees with five (5) or more years of continuous university service, ninety (90) days  
1113 notice shall be provided contingent upon funds being available in the contract or grant.

1114 C. Employees who are appointed for less than one (1) academic year, who are appointed to  
1115 a visiting appointment, who are appointed to a fixed multi-year appointment, pursuant to Article 8.4(F)  
1116 and employees employed in an auxiliary entity, are not entitled to notice that they will not be offered  
1117 further appointment, and the statement in 12.2(D), below, shall be included in their employment contracts.

1118 D. Employees described in 12.2(B)(1) and 12.2(C), above, shall have the following statement  
1119 included in their employment contracts:

1120 "Your employment under this contract will cease on the date indicated. No further notice of cessation of  
1121 employment is required."

1122 E. An employee who is entitled to written notice of non-reappointment in accordance with  
1123 the provisions of Article 12.2 Notice above who receives written notice that the employee will not be  
1124 offered further appointment shall be entitled, upon written request within twenty (20) days following