

Our savvy negotiator and grievance officer, Matt Hyle asks: Did you know,

Fixed term appointments are: “. . . to be used only when the position to be filled is clearly of a temporary nature or when a permanent position needs to be filled for a temporary period. Positions extending beyond four (4) years shall not be considered temporary.”

The IFO has a long history of defending faculty on fixed term appointments against contractual abuses, and the IFO will continue to protect their contractual rights.

One common abuse of faculty on fixed term appointments is the extension of their appointments beyond four years. In those instances, the extension of the fixed term position usually delays the approval of a permanent position to serve the demonstrated needs of the academic program. The IFO considers permanent positions essential for the long-run health and quality of any program.

Faculty in non-temporary, fixed term positions are subject to stress and pressures that faculty in tenure track or tenured positions do not face. Continuing to place faculty under these conditions is fundamentally unfair and serves to reduce the longer-run quality and health of their programs.