teaching load is fulltime. Any additional non-teaching duties will be specified in the contract letter. Senior Lecturers undergo annual reviews in their department or program. This review is forwarded to the Division Director as a letter of consultation.

f. Laboratory Instructors Persons who teach or assist with laboratory courses on a continuing basis may receive the title of Laboratory Instructor. Laboratory Instructors are appointed annually to positions that are full- or part-time, involve teaching, less than a normal faculty load and may carry additional duties beyond teaching and grading of laboratory sections. These additional duties are to be specified in the annual appointment letter. Those individuals holding positions that are at least half-time (20 hours per week combined instructional and other duties) will be entitled to full-year benefits. Laboratory Instructors receive an annual review by the department chair. This review is forwarded to the Division Director as a letter of consultation.

g. Research Associates The title of Research Associate may be awarded to persons who have established a cooperative research relationship with one or more continuing faculty members at Colgate. Such persons will normally hold faculty rank at another academic institution or hold a research position in government, industry, or with a research institute. Research Associates will normally be expected to be in residence at Colgate for some portion of their appointment, and they will usually be expected to provide some service to the institution in the form of an occasional departmental seminar or colloquium. The need for any university facilities or support services must be clearly specified by the sponsoring department or program at the time of application. Research Associate status carries with it no compensation. The period of appointment is for one year and may be renewed.

h. Research Affiliates The title of Research Affiliate may be awarded to persons who have established an institutional relationship with Colgate that may involve adjunct teaching or cooperative research with Colgate faculty or students. The need for any university facilities or support services must be clearly specified by the sponsoring department or program at the time of application. Research Affiliate status carries with it no compensation. The period of appointment is for one year and may be renewed.

7. Termination of Appointment by the Faculty A faculty member may terminate his or her appointment effective at the end of an academic year, provided that he or she gives notice in writing at the earliest possible opportunity, but not later than two weeks after receiving notification of the terms of the appointment for the coming year. The faculty member may properly request a waiver of this requirement of notice in case of hardship or in a situation where he or she would otherwise be denied substantial professional advancement or other oppor unity.

8. Termination of Appointments by the Institution

a. Termination of an appointment with continuous tenure, or of a special or probationary appointment before the end of the specified term, may be effected by the institution only for adequate cause.

b. If termination takes the form of a dismissal for cause, it will be pursuant to the procedures specified in Section III.C.9.

c. Financial Exigency

(1) Termination of an appointment with continuous tenure, or of a probationary or special appointment before the end of the specified term, may occur under extraordinary circumstances because of a demonstrably bona fide financial exigency, i.e., an imminent financial crisis which threatens the survival of the institution as a whole and which cannot be alleviated by less dramatic means.

(2) If the administration issues notice to a particular faculty member of an intention to terminate the appointment because of financial exigency, the faculty member will have the right to a full hearing before a faculty committee. The hearing need not conform in all respects with a proceeding conducted pursuant to Section III.C.9, but the essentials of an on-the-record adjudicative hearing will be observed. The issues in this hearing may include:

(a) The existence and extent of the condition of financial exigency. The burden will rest on the administration to prove the existence and extent of the condition. The findings of a faculty committee in a previous proceeding involving the same issue may be introduced.

(b) The validity of the educational judgments and the criteria for identification for termination; but the recommendations of a faculty body on these matters will be considered presumptively valid.

(c) Whether the criteria are being properly applied in the individual case.

(3) If the institution, because of financial exigency, terminates appointments, it will not at the same time make new appointments except in extraordinary circumstances where a serious distortion in the academic program would otherwise result. The appointment of a faculty member with tenure will not be terminated in favor of retaining a faculty member without tenure, except in extraordinary circumstances where a serious distortion of the academic program would otherwise result.

(4) Before terminating an appointment because of financial exigency, the institution, with faculty participation, will make every effort to place the faculty member concerned in another suitable position within the institution.

(5) In all cases of termination because of financial exigency, the faculty member concerned will be given notice or severance salary not less than as prescribed in Section III.C.12.

(6) In all cases of termination because of financial exigency, the place of the faculty member concerned will not be filled by a replacement within a period of three years, unless the released faculty member has been offered reinstatement and a reasonable time in