Sample

PRE-SIX NON-REAPPOINTMENT OR REDUCED REAPPOINTMENT NOTICE LETTER

**NOTE: Provide this to any Unit 18 faculty who have undergone a Pre-Six Academic Review in the same department, program, or unit. Notice should be provided by May 1 (semester)/June 1 (quarter).**

**<<Date>>**

Dear**<<Unit 18 faculty>>**:

Following your Pre-Six Academic Review, you were informed that you had met the standard of teaching effectiveness. We appreciate your interest in reappointment; however, in accordance with [Article 7A](https://ucnet.universityofcalifornia.edu/labor/bargaining-units/ix/docs/ix_07a_nsf-appointments_2021-2026.pdf), Section J.6., you will not be reappointed**<<OR you will be reappointed at a reduced percentage>>**due to ***<<*insert one or more of the following reason(s) from Article 7A(J.6.)*>>***.

Article 7A(J.6.b) non-reappointment/reduced reappointment reasons:

1. lack of work (unavailability of a course assignment for which the Unit 18 faculty member is qualified, as determined by the University);
2. programmatic need or change that results in a lack of work as defined in (4)(a) above;
3. budgetary considerations (subject to Article 7A, Section K.4) that results in a lack of work as defined in (4)(a) above;
4. assignment of course(s) to Senate Faculty that were previously taught by a Pre-Six Unit 18 faculty member that results in a lack of work as defined in (4)(a) above;
5. assignment of course(s) to a graduate academic student employee or postdoctoral scholar that were previously taught by a Pre-Six Unit 18 faculty member that results in a lack of work as defined in (4)(a) above;
6. assignment of course(s) to a Pre-Six Unit 18 faculty member on a time-limited or programmatic basis under Article 7A, Section E - Special Considerations; and/or,
7. the University determined at its sole discretion that another current Unit 18 faculty member is more qualified to teach the course(s) that results in a lack of work as defined in (4)(a) above.

This may impact your benefits eligibility and in accordance with University policy, your eligibility to participate in University of California benefits programs is dependent on the percentage and/or duration of your appointment. If you have a concurrent appointment in another department, the total percentage and/or duration of your appointment determines your eligibility. Please refer to the UC Benefits website: <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>.

Please contact [UC Davis Human Resources](https://hr.ucdavis.edu/) promptly regarding questions you may have about benefits, COBRA coverage, retirement, unemployment insurance, and other related issues.

Sincerely,

Department Chair or equivalent