

**Memorandum of Administrative Policy
Dismissal of Faculty Members with Tenure and Special or
Probationary Appointment before the End of the Specified Term of
Appointment**

Area: Academic Affairs

Section: Faculty Leaves, Retirement, and Dismissal

Number: 04.A.02 AP

Purpose

The following procedures for due process must be applied not only to faculty members with tenure and probationary faculty members but also to any faculty member terminated during an unexpired term of appointment.

Causes

Adequate cause for the dismissal of a faculty member includes, but is not limited to, the following:

1. Serious professional or personal misconduct, including but not limited to:
 - 1.1. Moral turpitude, meaning conduct generally accepted as immoral and likely to result in broad condemnation. Examples include dishonesty, conviction of a major illegal act, and sexual harassment.
 - 1.2. Misuse or misappropriation of university property, university funds, or funds held by a faculty member as part of their official duties.

2. Demonstrated neglect of professional duties.
3. Demonstrated professional incompetence or dishonesty in teaching or research.
4. Mental or physical disablement of a continuing nature that materially and substantially affects performance of duties or responsibilities to the institution, students, or colleagues.
5. Bona fide financial exigency.
6. Bona fide phasing out of university programs that requires reduction of faculty.

Dismissal of a Faculty Member with Tenure

Dismissal of a faculty member with tenure, or a probationary faculty member whose specified term of employment has not expired, will follow the grievance policy and procedures

Revision Log

Revision Number: 1, Approval Date: 1984