

**DISMISSAL OF FACULTY MEMBERS WITH TENURE AND SPECIAL OR PROBATIONARY APPOINTMENT
BEFORE THE END OF THE SPECIFIED TERM OF APPOINTMENT**

Policy 5.6

Approved 1984

(1.0) Purpose

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

(2.0) Cause

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

(2.1) Serious professional or personal misconduct, examples of which are:

(2.2.1) moral turpitude - conduct generally accepted as immoral that would cause general condemnation of the person involved. Examples include, but are not limited to: dishonesty, conviction of a major illegal act, and sexual harassment.

(2.2.2) misuse or misappropriation of University property, University funds, or funds held by a faculty member as part of his/her official duties.

(2.2) Demonstrated neglect of professional duties.

(2.3) Demonstrated professional incompetence or dishonesty in teaching or research.

(2.4) Mental or physical disablement of a continuing nature adversely affecting to a material and substantial degree the performance of duties, or the meeting of responsibilities to the institution or to students and associates.

(2.5) Bona fide financial exigency as defined below.

(2.6) Bona fide phasing out of University programs requiring reduction of faculty.

(3.0) 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 outlined in Section 9.1.