

Policy Title: Termination of Tenured Faculty for Cause

Impact: Employees

Responsibility: Tenure Committee

Effective Date: 06/26/02

Last Update: 10/27/10

Relates to Procedure: 3.02.32

Legal Citation(s):

I. Purpose

- A. The Chief Academic Officer (CAO) may recommend termination “for cause” of tenured faculty to the president.
- B. Cause is defined as any conduct that may damage or may be detrimental to the college, its students, faculty, or employees, as determined by the CAO. Examples include, but are not limited to, criminality; dishonesty; unprofessional or unethical conduct; violation of policy(ies), abandonment of the responsibilities or inability to perform the essential functions of the position; or the failure to satisfactorily complete the remediation process. This policy is not to be interpreted so as to interfere with Academic Freedom.
- C. Tenured faculty members have a right to a timely hearing before a five (5) member review panel. The Review Panel shall be comprised of a vice president selected by the president; a non-supervising academic dean or other non-supervising administrator, and three faculty members. Appointment to the Review Panel will be made per the associated procedure. The review panel will, following the hearing, make a recommendation for or against termination to the president.
- D. Upon review of the recommendation received from the CAO and from the review panel, and any written employee response in the record, the president will make the final determination for or against termination. During the period of review, the president will provide an opportunity for the tenured faculty member to be heard by the president.
- E. The president has broad discretion to evaluate the information and make a decision to terminate employment, remand for further remediation, or reinstate without remediation. The decision of the president will be final.