

06.1200 Termination and Revocation of Tenure

06.1201 Termination of Tenured Faculty. The employment of a tenured faculty member may be terminated only by the Board and only for adequate cause, financial exigency or discontinuance of academic programs.

06.1202 Procedures for Termination of Tenured Faculty for Adequate Cause. Each Institution shall adopt procedures for termination of tenured faculty for adequate cause. Such procedures shall include, at minimum, the following provisions:

1. reasonable and timely notice of the reason for possible termination;
2. an opportunity to meet with and respond to an administrator prior to initiation of formal action to terminate;
3. an informal, advisory inquiry into the reasons for the termination before initiation of formal proceedings;
4. a statement informing the faculty member of the reason for initiation of formal termination proceedings and of his or her procedural rights under Institution policy;
5. an opportunity for a formal hearing; and
6. a requirement that the Board make the final determination involving the termination of a tenured faculty member.

06.1203 Board Review. A recommendation to terminate a tenured faculty member for adequate cause shall be forwarded by the President to the Board through the Chancellor. A tenured faculty member shall not be terminated for adequate cause except by a majority vote of the total membership of the Board. The Board shall provide specific

reasons in writing for any decision to terminate a tenured faculty member for adequate cause.

06.1204 Termination of Non-Tenured Faculty. An Institution may terminate the employment of a non-tenured faculty member by non-renewal of his or her appointment, for adequate cause, financial exigency, or discontinuance of academic programs during the course of his or her appointment.

06.1205 Procedures for Termination of Non-Tenured Faculty for Adequate Cause. Each Institution shall adopt procedures for termination of non-tenured faculty for adequate cause. Such procedures shall include, at minimum, reasonable and timely notice of the reason for termination and an opportunity to respond.

06.1206 Adequate Cause. Adequate cause for termination of a tenured or non-tenured faculty member may include, but shall not be limited to:

1. professional incompetence;
2. continuing or repeated failure to perform duties or meet responsibilities to the Institution, System, students, or associates;
3. failure to successfully complete a post-tenure review professional development program;
4. conduct adversely affecting the performance of duties or the meeting of responsibilities to the Institution, students, or associates;
5. violation of System or Institution policies or regulations, or laws substantially related to performance of faculty duties;
6. conviction of a crime substantially related to the duties and responsibilities associated with teaching, research, professional service, and/or administration or failure to disclose or misrepresentation of criminal history background information;
7. unprofessional conduct adversely affecting to a material and substantial degree the performance of

duties or the meeting of responsibilities to the Institution or System, or to students or associates; or

8. falsification of academic credentials.

06.1207 Suspension. A tenured or non-tenured faculty member may be suspended pending proceedings to terminate for adequate cause if the faculty member presents a threat of immediate harm to the Institution.

06.1208 Procedures for Termination of Tenured or Non-Tenured Faculty for Financial Exigency. Each institution shall adopt procedures for termination of tenured or non-tenured faculty for financial exigency. Such procedures shall include, at minimum, the following provisions:

1. reasonable and timely notice of the intent to terminate a faculty appointment because of financial exigency;
2. an opportunity for a formal hearing before a faculty committee;
3. an opportunity for tenured faculty to be appointed to an open position in another department at the institution in which the faculty member is qualified to teach; and
4. an opportunity of re-employment for faculty members who are terminated based on financial exigency if the position is restored within a period of three years from the termination date.

06.1209 A tenured faculty member may be terminated due to financial exigency only upon recommendation by the President and approval by the Board.

06.1210 Procedures for Termination of a Tenured or Non-Tenured Faculty for Discontinuance of Academic Programs. Each institution shall adopt procedures for termination of tenured or non-tenured faculty for discontinuance of academic programs. Such procedures shall include, at minimum, the following provisions:

1. reasonable and timely notice of the intent to terminate a faculty appointment because of discontinuance of academic programs;
2. an opportunity for a formal hearing before a faculty committee; and
3. an opportunity for tenured faculty to be appointed to an open position in another department at the institution in which the faculty member is qualified to teach.

06.1211 A tenured faculty member may be terminated due to discontinuance of academic programs only upon recommendation by the President and approval by the Board.

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