

Termination Procedures for Category B Adequate Cause: Misconduct

Preliminary Steps

1. Consultation with Tenured Faculty

The department head shall consult with the tenured faculty before making a recommendation that termination proceedings be initiated against a tenured faculty member for alleged misconduct within the Category B definition of adequate cause.

2. Department Head's Recommendation

If the department head concludes termination proceedings should be initiated, he or she shall forward a recommendation simultaneously to the dean and the chief academic officer. The recommendation shall include a report of the head's consultation with the tenured faculty.

3. Dean's Recommendation

If the dean concludes termination proceedings should be initiated, he or she shall forward a recommendation to the chief academic officer.

4. Chief Academic Officer's Recommendation

1. If the chief academic officer concludes termination proceedings should be initiated, he or she shall call the faculty member to a meeting to discuss a mutually satisfactory resolution of the matter.
2. If a mutually satisfactory resolution is not achieved, the chief academic officer shall make a recommendation to the Chancellor as to whether termination proceedings should be initiated.