

Termination of Untenured Faculty

This section applies only to faculty in non-temporary positions. Untenured faculty shall be support and research faculty at all ranks and tenure-track faculty during their probationary period.

Contracts for those who hold the rank of Instructor are renewable at the discretion of the University, with no advance notice of separation of employment. All other untenured faculty members who are not to be continued shall ordinarily be given notice of separation of employment not later than three months before the expiration date of their contract in the first year of service; not later than six months before the expiration of their contract in the second year of service; and not later than twelve months before the expiration of their appointment after two or more years of service.

Untenured faculty members dismissed for reasons of financial exigencies, termination or reduction of programs, or termination of academic or administrative units shall be given at least a 30-day notice.

Untenured faculty members dismissed for malfeasance, inefficiency, or contumacious conduct or for cause shall have their contracts terminated at any time. If it is proposed to dismiss an untenured faculty member for above reasons prior to the expiration of the contract term, the same procedures will be followed as outlined for the termination of a tenured faculty member.