

Faculty Dismissal for Cause Policy

Adequate cause shall include the following:

1. Incompetence or dishonesty in teaching or research
2. Willful failure to perform the duties and responsibilities for which the faculty member was employed;
3. Refusal or continued failure to comply with the policies of the institution or department, or to carry out specific assignments, when such policies or assignments are reasonable and nondiscriminatory;
4. Conviction of a felony or a crime involving moral turpitude;
5. Improper use of narcotics or intoxicants which substantially impairs the faculty member's fulfillment of departmental and institutional duties and responsibilities;
6. Capricious disregard of accepted standards of professional conduct;
7. Falsification of information on an employment application or other information concerning qualifications for a position; and
8. Failure to maintain the level of professional excellence and ability demonstrated by other members of the faculty in the department or division of the institution.

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Excerpt from Faculty Handbook Policies