## POLICY & PROCEDURES MANUAL

WAYLAND BAPTIST UNIVERSITY

Classification Number: 2.7.1

Revised: September 20, 2018

SUBJECT: FACULTY DISMISSALS, NON -REAPPOINTMENTS, AND TERMINAL APPOINTMENTS

Notice of nonreappointment or of the intention to reduce **the**gtK RIDIDFXOW\PHPE currentcontract will be given in writing in accordance with the following guidelines:

- 1. Not later than March 1, the university must indicate its intention to terminate the contract of a faculty member holding a one appointment;
- 2. Not later than April 15, the university must indicate its intention to either not extend or to reduce the contact of a faculty member holding a multiple ar appointment Any reduction in contractual length shall be accompanied by a professional development plan which enumerates deficiencies to be addressed.

Dismissal of Faculty with Unexpired Term Appointments - A faculty member whose term of appointment has not expired shall not be dismissed until he or she has received reasonable notice of the cause for dismissal. While adhering to the established procedures to show good cause for dismissal, a faculty member must given the opportunity for a hearing, except in circumstances noticed in the A (Financial Exigency and Phasing Out of Programmod attachment Reproceeding in Dismissal Cases).

- 1. professional incompetence;
- 2. continuing or repeated substantial neglect of professional responsibilities;
- 3. moral turpitude adversely affecting the performance of duties or the meeting of responsibilities to the institution, or to students or associates;
- 4. unprofessional conduct adversely affecting to a material and substantial degree, the performance of duties or the meeting of responsibilities to the institution, to students, or

## (attachment A)

In any case involving the dismissal of a faculty member or a faculty member whose term appointment has not expired at the time of dismissal, a bona fide effort should be made to achieve a satisfactory resolution of difficulties through preliminary inquiry, discussion, or confidential mediation. Should these efforts fail to achieve a satisfactory resolution and should the difficulties be considered by the administration to be serious enough to warrant dismissal, the procedures provided in attachment Bwill be instituted.

In cases of nonrenewal of a faculty member at the end of a ongear only contract, Wayland Baptist University is not requirt 11.00 WaylB.024 134.597.998 (c(rs)7.002 der TTO 11.00 WaylB.024 134.597.998)

## Contact for Interpretation/ice President of Academic Affairs

This policy statement supersedes all previous policy statemethis combject.