

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 current contract 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-year appointment;
2. Not later than April 15, the university must indicate its intention to either not extend or to reduce the contract of a faculty member holding a multi-year 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 be given the opportunity for a hearing, except in circumstances noted in [Attachment A \(Financial Exigency and Phasing Out of Programs\)](#) and [Attachment B \(Proceeding in Dismissal Cases\)](#).

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

Contact for Interpretation Vice President of Academic Affairs

This policy statement supersedes all previous policy statements on this subject.