

**UNIVERSITY COMMITTEE RECOMMENDATION TO AMEND
*FACULTY POLICIES AND PROCEDURES 9.02. CAUSE FOR DISCIPLINE
AND 9.03. CAUSE FOR DISMISSAL***

Faculty Policies & Procedures

9.02. CAUSE FOR DISCIPLINE.

No faculty member shall be subject to discipline except for just cause, based upon a determination that the faculty member has violated a university rule or policy or has engaged in conduct which adversely affects the faculty member's performance of his/her responsibilities to the university or the ability of another person to do the same, but which is not serious enough to warrant dismissal. As used in this chapter, discipline means any sanction except dismissal imposed by the administration against a faculty member for misconduct, including but not limited to an official reprimand, reduction in salary or reduction of a departmentally recommended increase in salary, or reduction in rank.

9.03. CAUSE FOR DISMISSAL. (See UWS 4.01.)

No faculty member shall be subject to dismissal except for just cause, based upon a determination that the faculty member's conduct directly and substantially affects adversely, to a degree greater than that reserved for disciplinary action, the ability to carry out satisfactorily his/her responsibilities to the university or the ability of another person to do the same. Examples of conduct that may warrant dismissal include, but are not limited to, fraud or intentional misrepresentation of facts for personal benefit or to harm another, gross abuse of authority or influence (e.g., discriminatory and/or retaliatory actions, or conduct that a reasonable person would find hostile and/or intimidating, particularly where a pattern is evident), or willful and protracted violations of university rules or policies. Layoff and termination for reasons of financial emergency are not dismissals for cause, and such actions are taken pursuant to Chapter 10 of these rules.