

for adequate cause or on grounds of bona fide financial exigency or formal discontinuance of an academic department or program.

Adequate cause for dismissal of a tenured faculty member will be related, directly and substantially, to the fitness of the faculty member in his or her professional capacities as teacher and researcher. In cases where "dismissal for adequate cause" is the issue or charge, a final decision will take into account the faculty member's entire record as a teacher and scholar.

Dismissal will not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.

## **B. Part-time Appointments**

All part-time teaching appointments are temporary appointments. Part-time faculty members, when teaching university-credit courses, may attend faculty meetings and have the right to speak, but not to vote, and, unless otherwise specified in other University documents and publications, enjoy faculty privileges involving the use of University facilities. Such appointments always state salary, title, and the period of the contract. State and federal income taxes are withheld from part-time faculty members' paychecks. Precise needs of the various Schools and departments are rarely known until registration. Therefore **part-time faculty members generally are not given appointments for a longer period than one semester or one summer term.** Part-time faculty members may serve on department committees but are not eligible for election to faculty or other University committees.

## **Definitions of "Termination," "Nonrenewal," "Nonreappointment," and "Dismissal"**

In this handbook, "termination" refers to dismissal of a faculty member for cause (which may include moral turpitude), financial exigency, discontinuance of a program or department, or any medical condition making it impossible for the faculty member to perform assigned duties. "Moral turpitude" is defined as behavior that would evoke condemnation by the academic community generally. "Nonrenewal" and "nonreappointment" apply to probationary or temporary appointments and refer to the University's decision not to renew a contract. "Dismissal," a more general term, refers to termination or nonrenewal/nonreappointment.

## **Termination Notice**

If an appointment is terminated, the faculty member will receive notice and commensurate salary in accordance with the following schedule: at least three months if the final decision is reached by March 1 (or three months prior to the expiration) of the first year of probationary service; at least six months if the decision is reached by December 15 of the second year (or after nine months but prior to eighteen months) of probationary service; at least one year if the decision is reached after eighteen months of probationary service or if the faculty member has tenure.

This provision need not apply in the event that there has been a finding that the conduct which justified dismissal involved moral turpitude or other adequate cause. On the recommendation of the Academic Freedom and Tenure Grievance Committee or of the President of the University, the Board of Trustees and other state approving bodies (as required by law)