Faculty / Academic Staff Discipline: An Overview

- Discipline and Dismissal of Tenured Faculty for Cause
  - Minor v. serious discipline v. dismissal
  - Confer with AHR and OGC
  - User’s Guide
  - Faculty Grievance process
- Fixed Term Appointment Policy (Faculty Handbook)
- Academic Specialist Handbook (Section 6.0)
Guidelines for Issuing Disciplinary Sanctions: Faculty and Academic Staff
ADP/RVSMP Violations

- The nature & severity of the misconduct
- The need to stop the misconduct and prevent its recurrence
- The need to remedy and address the impact or effects of the conduct on the claimant or other members of the campus unit
- The faculty or academic staff member’s prior record of misconduct
- The faculty or academic staff member’s length of service
- The level of ongoing threat to the safety and security of the claimant or other members of the campus community
- Aggravating or mitigating factors, including those articulated by the parties
Misconduct that Warrants More Serious Discipline

- Acts directed at a particular individual
- Acts involving some form of physical contact
- Acts involving some form of intimidation or retaliation
- Acts by individuals in a leadership or supervisory position
- Acts that are chronic or persistent
Contact Information

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