

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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