

Professional Relations Committee (PRC)

Resolution on Changes to the Detenuring Language
in the Faculty Handbook [II.D.5.g]

Passed

June 11, 2007

Whereas, the current language in the Faculty Handbook [II.D.5.g] relevant to terminal contracts in the detenuring process is unclear in process and scope;

Whereas the term ‘moral turpitude’ as grounds for denying a terminal contract is open to vague interpretations;

Whereas there are situations where a terminal contract is not warranted;

And,

Whereas there is need to protect faculty members who are detenured for reasons where they are unable to complete their faculty responsibilities beyond their control;

Be it resolved that the language in II.D.5.g of the Faculty Handbook be corrected to read:

If the appointment of a tenured faculty member is terminated, the faculty member will receive his/her salary or a terminal contract for at least one year. Such salary or a terminal contract can only be denied if the faculty hearing committee explicitly finds that such a drastic measure is justified and necessary due to specific aspects of the faculty member’s conduct. This measure is justified if the committee finds severe, intentional misconduct that caused severe harm to the university or its members. The committee must explain, in detail, its rationale for this measure as a part of the grounds for dismissal. On the recommendation of the faculty hearing committee or the President, the Trustees, in determining what, if any, payments will be made beyond the effective date of dismissal will take into account the length and quality of service of the faculty member.