A Senate committee’s review of ETSU’s Faculty Handbook’s section on Termination of Tenure for Adequate Cause found that the ETSU procedure is not aligned with that of TBR (memo of committee’s findings attached as a separate document). As a result of this review, the Senate has approved the following change to the Faculty Handbook. This change removes the ETSU procedure and, as in many instances in the Handbook, links to the most current Board policy.

Termination for Adequate Cause

A faculty member with tenure or a faculty member on a tenure-track appointment prior to the end of the term of appointment may be terminated for adequate cause, which includes the following:

- a. Incompetence or dishonesty in teaching or research.
- b. Willful failure to perform the duties and responsibilities for which the faculty member was employed or refusal or continued failure to comply with the policies of the Board, the university or the department, or to carry out specific assignments, when such policies or assignments are reasonable and non-discriminatory.
- c. Conviction of a felony or a crime involving moral turpitude.
- d. Improper use of narcotics or intoxicants, which substantially impairs the faculty member's fulfillment of his/her departmental and university duties and responsibilities.
- e. Capricious disregard of accepted standards of professional conduct.
- f. Falsification of information on an employment application or other information concerning qualifications for a position.
- g. Failure to maintain the level of professional excellence and ability demonstrated by other members of the faculty in the department or academic program unit of the university.

Procedures for Termination for Adequate Cause

Termination of a faculty member with a tenure appointment or a tenure-track appointment prior to the end of the annual specified term of the appointment, shall follow the procedure outlined in TBR Policy 5:02:03:60 (Academic Tenure for Universities) section IV, subsection I. The University hearing committee shall consist of seven members that may include tenured faculty only, or tenured faculty and administrators, and at least two alternate members appointed jointly by the president of the university and the Faculty Senate (the committee’s appointing body). Members with conflict of interest or bias shall either recuse themselves from the committee or be removed by the appointing body. Appeals against committee membership shall be made to the appointing body who shall determine the validity of the appeal and the need to replace committee members. In either case an alternate member shall replace the ineligible member. The hearing committee shall elect a chairperson.

Refer to the TBR procedure found at

https://policies.tbr.edu/policies/academic-tenure-universities#Termination-for-Adequate-Cause

05/04/87; 07/91; 05/92; 07/92; 09/96; 07/97 (Effective 1998-99 review cycle); 01/02; TBR 04/02/04; 02/12/09; 10/13/11; 08/01/13; INSERT DATE OF APPROVAL