

FACULTY DISMISSAL POLICY

This policy outlines procedures for dismissal of NCTA faculty.

Faculty termination procedures are based on the type of appointment. All NCTA faculty are employed by “Special Appointment” pursuant to the provisions of the Section 4.4.1 of the Bylaws of the University of Nebraska Board of Regents, as described in *Executive Memorandum No. 12* (found here: <http://nebraska.edu/docs/president/12%20NCTA.pdf>).

A Special Appointment will terminate in accordance with the time stated in the appointment letter to the position or in the written contract, and, if no time is stated in the appointment to the position or in the written contract, the appointment may be terminated by either party giving the other at least 90 days notice of the date of termination. Such appointments may also be terminated by the University for adequate cause, disability, bona fide discontinuance of a program or department, or extraordinary circumstances because of financial exigencies (reference: <http://nebraska.edu/docs/board/bylaws.pdf> p. 41).

Generally, notice of appointment continuation or non-continuation will be given at the conclusion of the annual evaluation process, which typically occurs in the month of April. Contracts for employment are not automatically renewed (see Board of Regents policy 4.2.1. *Prohibition of Rollover Contracts* found here: <http://nebraska.edu/docs/board/RegentPolicies.pdf>).

In summary, faculty may be terminated at any time for adequate cause. Faculty employment may also be terminated with 90-day notice if no end of contract date is specified.