

POLICY ON TERMINATION OF MANAGERIAL EMPLOYEES FOR CAUSE

Any managerial employee of the university appointed by Board Resolution may be terminated for “Cause” by the University with immediate cessation of salary and benefits. Cause shall be limited to:

- Fraud, willful dishonesty or criminal conduct that materially and adversely affects the University;
- Gross negligence or willful misconduct in the performance of one or more material duties of the job or as set forth in the Code of Conduct or other policies or rules governing performance of duties; or,
- Nonperformance or inadequate performance of duties, including but not limited to refusal to abide by or comply with the reasonable directives of the person’s supervisor(s) or the University’s policies and procedures, provided that for termination for such nonperformance or inadequate performance
 - There is written documentation of such deficiencies, including documentation of discussions between manager and employee, and the imposition of progressive sanctions in advance of the termination; and,
 - Written warning to the employee of the possibility of termination with a reasonable opportunity to make material improvements in his or her performance in advance of the termination.

All terminations for Cause, prior to implementation, shall be reviewed and approved in advance in writing by the Associate Vice President for Employee and Labor Relations, the Office of General Counsel and the Executive Vice President of the University.

Nothing in this Policy shall affect the University’s ability to eliminate a position (resulting in the termination of the position’s incumbent) for financial or operational reasons; or impair in any way a member of the faculty’s right to return to the faculty from an administrative appointment (subject to state law); or impair any compensation stipulated by state law or any accrued and vested benefit.

Approved by the Executive Cabinet – July 3, 2014