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Procedure for Dismissal for Cause: Regents Policy Possible New Motion

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Senate Executive Committee

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Approved by the Senate: 9/20/2010

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Procedure for Dismissal for Cause: Regents Policy Possible New Motion

Submitted by Michelle Haberland/SEC
9/20/2010

Motion:

That Section 211.02 of the Georgia Southern University Faculty Handbook, "Dismissal for Cause: Regents Policy," be expanded to include Section 8.3.9.2 of the Board of Regents Policy Manual, "Procedures for Dismissal," following the current entry.

Rationale:

Currently, this section of the handbook includes reasons for dismissal for cause. However, it does not include information about the due process procedures to which faculty members have access in the event of possible dismissal for cause.

Response:

Procedure for Dismissal for Cause: Regents Policy (Possible New Motion):

9/20/2010: Michelle Haberland (CLASS) moved that portions of the Board of Regents Policy related to the dismissal of faculty be included in the Faculty Handbook, specifically Section 8.3.9 in the BOR Policy Manual, entitled Discipline and Removal of Faculty Members. The motion was seconded. Copies of the relevant policies were distributed.

Michelle Haberland (CLASS) read some of the highlights and explained that there was concern that faculty and staff may have been unaware of these policies. She reported that the members of the Senate Executive Committee thought it would be useful to highlight these procedures by including them in the Faculty Handbook. She noted that

is “simply a repetition” of BOR Policy.

Clara Krug (CLASS) Senate Moderator pointed out that would be to list of reasons for dismissal already in the Faculty Handbook, “which is also part of the Board of Regents Policy.”

Bob Jackson (COBA) asked if this policy applied to faculty on temporary assignments.

Krug responded that it does not because they do not work under contracts. Rather, the policy states that, “Temporary or part-time personnel serving without a written contract hold their employment at the pleasure of the president, chief academic officer, or their immediate supervisor, any of whom may discontinue the employment of such employees without cause or advance notice.” Board of Regents Minutes 1986-1987, page 103.

Marc Cyr (CLASS) supported the insertion of the section in the Faculty Handbook, pointing out that it would allow “faculty members to easily find this material rather than having to hunt it up on the BOR site.”

The question was called and the Faculty Senate unanimously approved the substitute motion to include Section 8.3.9 of the BOR Policy Manual, entitled Discipline and Removal of Faculty Members, in the Georgia Southern University Faculty Handbook.