

**“C. SEPARATION AND TERMINATION**

- 1. Resignation or Retirement**
- 2. Non-Reappointment of Full-Time Non-Tenured Faculty**
- 3. Non-Reappointment of Other Faculty**

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**4. Significance of Tenure and Termination of Tenured Faculty for Financial Exigency or Program Closure**

The granting of tenure to a full-time faculty member is ordinarily interpreted as an agreement to employ the faculty member in his or her department (or school or college if the latter does not have departments) until the faculty member either retires, resigns, is terminated for reasons set forth in the faculty member's letter of appointment and/or annual contract or in accordance with the provisions of this Faculty Handbook, or in cases of long-term disability.

It is possible, however, that financial or other serious exigencies might require the University to reevaluate the continuation of certain educational programs. Should it become necessary to curtail or eliminate some educational programs and terminate some tenured faculty appointments within those programs, the University pledges to use fair and effective procedures to provide affected faculty with positions as tenured faculty in other appropriate departments or academic units, if available, to prevent termination from the University. Wide consultation with the concerned segments of the University community, data and documentation, timely notice, and recommendations by the applicable departmental chairperson, the academic supervisor, the dean, the Faculty Committee of the University Senate, and the Senior Academic Officer will be sought in cases where terminations originate from financial or other exigencies. Such terminations are expected to be extremely rare occurrences and are not to be confused with termination for cause as specified in subsection 5 below.

**5. Termination of Tenured and Non-Tenured Faculty for Cause”**