

NON-REAPPOINTMENT, SUSPENSION AND DISMISSAL OF FACULTY

Policy Number: 418

Categorized: Human Resources

Responsible Office: AVP for Human Resources

Subject: Faculty sanctions

Related Policies:

Procedures: [418P](#)

Additional Information:

Effective Date:

Last Reviewed Date: 04/21/2020

1. Scope

This applies to all full-time faculty teaching, administrative and professional faculty, and regular part-time nine-month teaching faculty.

2. Policy

Northern Virginia Community College shall provide fair and objective methods of addressing behavior and performance issues that interfere with the maintenance of high standards of professional conduct and work performance.

Faculty may be non-reappointed only for just cause. Permissible grounds for non-reappointment shall include but are not limited to incompetence, unsatisfactory job performance, insubordination, or misconduct.

Faculty may be dismissed only for just cause. Permissible grounds for dismissal shall include but are not limited to incompetence, unsatisfactory performance of duties, insubordination, unlawful discrimination, sexual or workplace harassment, and misconduct.

Suspension of faculty is not to be used routinely in possible dismissal cases. Such use is justified only if a substantial threat to the welfare of the institution can reasonably be interpreted as meaning that the faculty member's continuance at the institution will cause immediate harm to the faculty member or others or materially affects or interferes with the performance of one's responsibilities, or the operations of the institution. The president shall determine whether suspensions are with or without pay, within legal guidelines.

Decisions made under the provisions of this policy may be appealed through the Faculty Grievance Procedure.

3. Definitions

Dismissal: the involuntary termination of employment of faculty during the terms of their appointment.

Insubordination: the refusal or deliberate failure to comply with a directive of a supervisor when such directive is within the scope of authority/responsibility of the supervisor.

Misconduct: any criminal, immoral, or unprofessional act occurring while working for or representing the institution or any such act while on the premises of the institution or at sponsored events. Misconduct shall include, without limitation, unauthorized taking or use of any State property, conflicts of interest, engaging in or contributing to any assault, physical abuse or threats of harm, misusing authority for personal gain or favors, unlawful discrimination, harassment and any act that materially affects or interferes with the performance of one's responsibilities or the operations of the institution.

Non-reappointment: the decision not to renew the appointment of a faculty member at the end of the current appointment period.

Suspension: The required absence from work with or without pay that is imposed as part of a disciplinary action or to remove the faculty member from the workplace pending an investigation related to conduct or a court action.

4. Procedures

See [418P](#).

5. Authority

VCCS Policy 3.12 Faculty Sanctions