

# **Statutes of Columbus State University: Notices of Employment and Resignation Procedures for the Dismissal of Faculty Members**

## **Summary**

Explanation of the formal policies for resignation and Dismissal of Faculty Members at CSU.

## **Purpose**

To provide guidance to faculty and staff on formal resignation and dismissal of tenured faculty.

## **Policy**

### **B. Notice of Employment and Resignation**

1. Tenured All tenured faculty members employed under written contract for the fiscal or academic year shall give at least sixty (60) days written notice of their intention to resign to the president of the institution or to his/her authorized representative.

### **Section 6. Dismissal of Faculty Members for Cause and Requirements for Due Process**

A. Cause for Dismissal The President may at any time remove any faculty member with tenure, or a non-tenured faculty member before the end of the term specified in the faculty member's contract for any of the following reasons provided that Columbus State University has complied with the procedural due process requirements detailed in these statutes:

1. Conviction or admission of guilt of a felony or of a crime involving moral turpitude during the period of employment--or prior thereto if the conviction or admission of guilt was willfully concealed;
2. Professional incompetence, neglect of duty, or default of academic integrity in teaching, in research, or in scholarship;

3. Unlawful manufacture, distribution, sale, use or possession of marijuana, a controlled substance, or other illegal or dangerous drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member's performance of duty or his responsibilities to the institution or to his profession;
4. Conviction or admission of guilt in a court proceeding of any criminal drug offense;
5. Physical or mental incompetence as determined by law or by a medical board of three or more licensed physicians and reviewed by a committee of the faculty;
6. False swearing with respect to official documents filed with the institution;
7. Disruption of any teaching, research, administrative, disciplinary, public service, or other authorized activity;
8. Cause shall include willful or intentional violation of the Policies of the Board of Regents or the approved Statutes of the institution.

## **Related USG Policy**

3.2.5 Termination of Faculty Employment

## **Last Update**

Unclear

## **Responsible Authority**

Associate Provost for Faculty & Judicial Affairs