

UCF-3.0124 Discipline and Termination for Cause of Non-unit Faculty and A&P Staff Members.

(1) Just cause shall be defined as:

- (a) Incompetence; or
- (b) Misconduct.

(2) Termination and Suspension.

(a) The appointment of a non-unit faculty or an A&P staff member may be terminated or suspended during its term for just cause. The employee shall be given a written predetermination notice of a proposed termination or suspension by the president or his designee. The notice shall state the reasons for the proposed termination or suspension. The predetermination notice shall provide the opportunity for a predetermination conference, if requested in writing within five business days of receipt of the predetermination notice. A final notice shall be issued to notify the employee of the University's final decision. Any termination or suspension imposed under this subsection shall take effect as set forth in the final notice issued by the President or designee. An employee who is terminated or suspended under this subsection may grieve such action as set forth in University Regulation 3.0132.

(b) The president or designee retains the right to impose disciplinary action other than termination or suspension for just cause. The employee shall be given written notice of any disciplinary action. The notice shall state the reasons for the disciplinary action. Any disciplinary action taken under this section shall be subject to the grievance procedure found in University Regulation 3.0132, as applicable. Counseling shall not be considered disciplinary action under this section.

(3) Suspension Pending Hearing. Notwithstanding the provisions of paragraph (2)(a) above, the president or his designee may immediately suspend an employee from

the performance of duties when the president or designee has reason to believe that the employee's presence on the job would adversely affect the functioning of the university or jeopardize the safety or welfare of any employees or colleagues. A suspension may be with or without pay. Within five business days of the effective date of a suspension, the president or president's designee shall serve written notice upon the employee, including a statement of the reasons for any action taken. If the employee has been suspended without pay and ultimately prevails in the predetermination procedure, the employee shall be reinstated with back pay.

Authority: BOG Regulation 1.001. History—New 4-30-81, Amended 12-27-83, Formerly 6C7-3.124, Amended 3-16-03; Formerly 6C7-3.0124, Amended 6-22-09.