

Missouri Western State University
Faculty Termination by the University
Employment Policies
Approved: 10/16/2009

If a contract should be terminated while a faculty member is on probationary status, then written notification of such termination should be given at least one month prior to the date of issuance of yearly contracts by the Board of Governors. If a contract is to be terminated for reasons other than moral turpitude while the faculty member is on tenure, then written notification should be given one year prior to termination.

A member of the faculty who is refused reappointment shall have the right to a hearing before the Grievance Committee if requested in writing to the Chairperson of the committee within thirty (30) calendar days after notification of such refusal.

The services of a member of the faculty may be terminated immediately for gross immorality or disloyalty to the government of the United States, admitted or proved. In cases where the facts are in dispute, the charges must be stated in writing. The accused faculty member shall have the right to a hearing before the Grievance Committee if requested in writing thirty (30) calendar days after notification of termination. A full stenographic record of the hearing shall be made available to all parties concerned. (See [Faculty Evaluation Procedures](#).) (June 1997)