

#### **4.5 TERMINATION PRIOR TO EXPIRATION OF APPOINTMENT TERM**

A non-tenure-track faculty member may be terminated for Adequate Cause (as defined in [UT Policy BT0006](#))<sup>1</sup> prior to the expiration of the faculty member's appointment term. In the event that a department head recommends to the dean and Provost that a non-tenure-track faculty member be terminated for adequate cause, the department head and dean shall meet with the faculty member to present the reasons for the recommended termination and to permit the faculty member to respond. If, after this meeting, the dean concludes that adequate cause for the termination exists, a recommendation for termination shall be forwarded to the Provost. If the Provost agrees with the termination recommendation, the Provost shall inform the faculty member of his or her termination in writing. The Provost shall also notify the faculty member in writing of his or her right to a post-termination hearing under the Tennessee Uniform Administrative Procedures Act (see Tenn. Code Ann. § 4-5- 301 *et seq.*).

#### Recommended Change

#### **4.5 TERMINATION PRIOR TO EXPIRATION OF APPOINTMENT TERM**

A non-tenure-track faculty member may be terminated for Adequate Cause prior to the expiration of their appointment term. The definition of Adequate Cause for non-tenure-track faculty is defined in the same manner as it is for tenured faculty members in section §3.10.10 (3) of this handbook. In the event that a department head recommends to the dean and Provost that a non-tenure-track faculty member be terminated for adequate cause, the department head and dean shall meet with the faculty member to present the reasons for the recommended termination and to permit the faculty member to respond. If, after this meeting, the dean concludes that adequate cause for the termination exists, a recommendation for termination shall be forwarded to the Provost. If the Provost agrees with the termination recommendation, the Provost shall inform the faculty member of his or her termination in writing. The Provost shall also notify the faculty member in writing of his or her right to a post-termination hearing under the Tennessee Uniform Administrative Procedures Act (see Tenn. Code Ann. § 4-5- 301 *et seq.*).

Non-tenure-track faculty can also be terminated prior to the expiration of their appointment term in the event of Extraordinary Circumstances as defined in Board Policies Governing Academic Freedom, Responsibility, and Tenure § H.1.b. and in this handbook at §3.10.10(2).

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<sup>1</sup> See also [Section 3.10.10.3](#) of this Handbook.