

Policy Title: Suspension of Tenured Faculty

Impact: Employees

Responsibility: Tenure Committee

Effective Date: 06/26/02

Last Update: 09/22/10

Relates to Procedure: 3.02.31

Legal Citation(s):

I. Purpose

- A. For cause, the Chief Academic Officer (CAO) may immediately suspend a Tenured Faculty member from assigned duties with pay, for up to three (3) months, to conduct an investigation into allegations of improper conduct or behavior.
- B. Cause for suspension is defined as an allegation of any conduct or behavior that may damage or may be detrimental to the college, its students, faculty, or employees as determined by the CAO. Examples include, but are not limited to, criminality, dishonesty, unprofessional or unethical conduct, violation of policy(ies) or abandonment of the responsibilities or inability to perform the essential functions of the position. This policy will not be interpreted so as to interfere with the NIC Academic Freedom policy.
- C. If the matter involves a criminal investigation or a civil investigation conducted by an entity other than NIC that does not allow the faculty member to perform contracted duties, then the CAO may extend the suspension on an unpaid basis beyond the initial three (3) month paid period, until a final determination is rendered in the matter. If a suspended faculty member is reinstated to full duties after final resolution of the matter, NIC will pay backpay for the time suspended, up to a maximum of nine (9) month's salary.
- D. A Tenured Faculty member has the right to appeal the initial suspension pursuant to the procedures associated with this policy.
- E. At the conclusion of the investigation, the CAO may recommend one of the following courses of action:
 - i. Reinstatement to normal duties,
 - ii. Reinstatement with informal remediation,
 - iii. Reinstatement with formal remediation, or
 - iv. Termination of employment consistent with NIC termination policy and procedure.