

General Employment Policies for Faculty Members

The University's general employment policies for the teaching and research staff are formulated in accordance with that portion of the Board of Trustees Bylaws and Policies entitled "Employment and Tenure of Faculties of Institutions of Higher Learning in Mississippi," as adopted on October 17, 1974, and by such revisions as may be made by subsequent Board action.

The Board of Trustees contracts with all faculty members, and it has the authority to terminate a contract at any time for malfeasance, inefficiency, contumacious conduct, or for cause, but never for political reasons. Under extraordinary circumstances the Board has the right to terminate contracts of persons with continuing employment if a state of financial exigency exists or an academic or administrative program or unit is terminated or reduced. The Board empowers the Chancellor to nominate individuals for faculty positions, but reserves the right to accept or reject any nomination. If rejecting a nomination, the Board will furnish its reasons to the Chancellor, who may resubmit the nomination with clarifying explanations or may submit a substitute nomination. If the Board's rejection of a nomination constitutes a termination of employment, a full and appropriate hearing will be held, if requested by the faculty member terminated, as provided for in the Board statement of policy cited above.

Faculty members are nominated for one year periods of service. Full-time employees in one of the professorial ranks may be granted tenure under the provisions of the tenure policies outlined subsequently, and may be terminated only in accordance with these provisions. Board policy does not permit the granting of tenure to instructors.

The terms of every new appointment shall be stated in writing and be in the possession of both the prospective faculty member and the administration before the appointment is consummated. Each time a faculty member is reappointed, the terms of his or her reappointment will be stated in writing and be in his or her possession before the expiration of the faculty member's previous appointment, to the extent possible. Since no contract may legally be signed until the Board of Trustees has approved annual budgets, and since such approval may sometimes not be given until after termination of the academic year, it may not be possible to guarantee any upcoming year's salary before the expiration of a previous appointment. In such instances, a faculty member will upon request be furnished in writing the terms of his or her reappointment which have been recommended to the Board.

At the time of his or her employment, a new faculty member shall be informed that a copy of the complete *A Handbook for Faculty and Staff* is available in each chairperson's office for departmental use; the *Handbook* is also available on the University's web site. Upon request he or she will be furnished with a copy of all regulations governing employment and tenure.

Faculty Rank at Appointment. The recommendation of rank for all prospective faculty employees will begin in the department of the candidate and will be consistent with departmental policy, such policy being contained in a written statement previously approved by the Provost/Vice Chancellor for Academic Affairs. The vehicle for the recommendation is the processing of the appropriate personnel forms.