

# ***Policies and Procedures***

<b>SECTION:</b> <b>Academic Concerns</b>	<b>NO.</b> <b>4.2.4.</b>		
<b>CHAPTER:</b> <b>Faculty</b>	<b>ISSUED:</b> 12/3/96	<b>REV. A</b>	<b>REV. B</b>
<b>POLICY:</b> <b>Termination Rights of Non-Tenure-Track Faculty in Grant-Funded Positions</b>	<b>PAGE 1 OF 2</b>		

## **PURPOSE**

Creighton University desires to have a fair and uniform policy regarding employment termination rights of Non-Tenure-Track Faculty in grant-funded positions, in whole or in part.

## **POLICY**

- A. A full-time NTT Faculty member whose position is supported in whole or in part by grant funds or other non-GCF funding sources shall have the following rights with respect to termination of employment for exhaustion of funds:
1. A faculty member who has completed less than five years of employment (based on the academic year) shall be entitled to receive a minimum three months' written notice of termination of employment and a written statement from the appropriate supervisor that the non-reappointment occurred for financial reasons only, i.e., grant funds' exhaustion.
  2. A faculty member who has completed five but less than ten years of employment (based on the academic year) shall be entitled to receive a minimum of six months' written notice of termination of employment and a written statement from the appropriate supervisor that the termination occurred for financial reasons only, i.e., grant funds' exhaustion.
  3. A faculty member who has completed ten or more complete years of employment (based on the academic year) shall be entitled to receive a minimum of one year's written notice of termination of employment and a written statement from the appropriate supervisor that the non-reappointment occurred for financial reasons only, i.e., grant funds' exhaustion.
  4. An- NTT Faculty member with years of employment set out in subparagraphs 1-3 above may apply for other positions at Creighton University, including faculty, staff, and administrative positions according to standard University policies and procedures on hiring.
- B. Faculty Employment Agreements for NTT Faculty shall reflect the provisions set forth in this policy.

## **SCOPE**

This policy applies to all full time Non-Tenure-Track Faculty, more particularly described in Article III, Section A(3)(c) of the *Handbook for Faculty*, hereafter, "NTT Faculty." The NTT Faculty are outside the tenure, non-reappointment, dismissal, and termination policies of the University, although subject to the University promotion policies with review by the Committees on Rank and Tenure.

Currently, NTT grant-funded positions end when the particular grant funds are exhausted. Such faculty employment contracts reflect this.

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This policy does not apply to staff or administrative employees. Further, this policy does not apply to tenure-track faculty or tenured faculty regardless of whether or not the faculty position is supported entirely by grant funding. Tenured and tenure-track faculty members are within the University's tenure, non-reappointment, dismissal, termination and promotion policies as set forth in the *Handbook for Faculty*.