

6.L Termination for Cause

[Bylaw 5.09](#) outlines procedures governing dismissals or demotions of tenured faculty and tenure-track faculty during the term of their appointment. Instructional faculty covered by the collective bargaining Agreement with the Lecturers' Employee Organization ("LEO") are subject to the Discipline and Dismissal provisions of that Agreement. Instructional faculty members are obligated to maintain high standards of teaching, scholarship, research, service, and professional conduct. A recommendation of dismissal, demotion, or terminal appointment may be made on the basis of demonstrated misconduct in teaching or research, substantial and manifest neglect of duty, and/or personal conduct that substantially impairs the individual's fulfillment of institutional responsibilities; this includes acts involving moral turpitude or professional or scholarly misconduct.