Southeastern Louisiana University
Termination/Severe Sanction of Tenured Faculty Policy

Policy Statement
Faculty at Southeastern enjoy academic freedom in their teaching and research. Any action recommended by the department head, dean, or Provost against a tenured faculty member under the Termination/Severe Sanction for Cause policy described herein shall not infringe upon the special privilege of academic freedom or the ordinary rights afforded every citizen.

Purpose of Policy
This policy describes expectations for the professional conduct of tenured faculty along with the sanctions that may be imposed for inappropriate conduct. These guidelines align with the AAUP’s (American Association of University Professors) Statement on Professional Ethics.

Applicability
This policy applies to all tenured faculty.

Policy Procedure
While tenure helps ensure the privilege of academic freedom, it carries with it a special obligation to the institution and community. Accordingly, tenured faculty may be subject to termination or other severe sanction, such as demotion in rank or reduction in pay, as deemed appropriate under the circumstances. Insofar as termination or other severe sanction is concerned, cause shall consist of conduct seriously prejudicial to the University. Such conduct would include infraction of law or commonly accepted standards of professional ethics or morality; violation of the University Policy on Academic Freedom and Professional Responsibility; incompetence; insubordination; violation of the rules of the institution or governing boards; or any activity or condition that would place the institution, its employees or students in serious peril, or serve to prevent or impair a faculty member’s ability to discharge the normal obligations of employment. The foregoing enumeration of cause shall not be deemed exclusive. Any severe sanction against a faculty member should be commensurate with the particular infraction giving rise to the sanction.

Professional Ethics
As described in the AAUP’s (American Association of University Professors) Statement on Professional Ethics, faculty should conduct themselves in such a manner as to hold before their students and colleagues the best scholarly and ethical standards of their discipline. They should demonstrate respect for students as individuals, foster honest academic conduct and ensure that their evaluations of students reflect each student’s performance. Faculty members should respect the confidential nature of their professional relationships with students. They should avoid any exploitation, harassment, or discriminatory treatment of students and formally acknowledge significant academic or scholarly assistance from them.
Collegial Behavior
An atmosphere of collegiality is an essential element in an academic environment. Accordingly, actions by faculty that serve to diminish significantly the atmosphere of collegiality may impair their own or others' ability to function in a community of scholars. Specifically, faculty members should not discriminate against or harass faculty colleagues or other employees of the institution. They should show due respect for the opinions of others. Because faculty often play a critical role in peer evaluation, they should strive to be objective in their professional judgment of colleagues. In order for it to be a consideration, lack of collegiality must significantly impair their own or their colleagues' abilities to do their duties. When speaking or acting as private persons, faculty should avoid creating the impression of speaking or acting for their college or university.