DISMISSAL FOR JUST CAUSE
Incompetence, neglect of duty, or misconduct in office shall constitute just cause for termination of the appointment of any faculty member. The Dean of the School may initiate terminations for cause after consultation with the appropriate divisional dean. After written notice of the charges is given to the accused faculty member, the matter shall be heard and decided by a convened subcommittee of the Academic Council at a hearing to be presided over by a member of the subcommittee. If the subcommittee finds that just cause for termination exists, the faculty member may file an appeal in writing with the Provost of the University within fourteen days of receipt of the decision of the subcommittee. A decision by the Provost affirming the finding that just cause for termination exists shall be final.

FINANCIAL EXIGENCY
When, in the judgment of the Dean, a state of financial exigency exists or is imminent in the School or one of its units, the Dean will convene a committee of senior administrators and faculty members from the School’s Academic Council to consider the magnitude of the financial exigency and the extent of the reduction, if any, needed in the fiscal obligations of the School or unit as well as the means by which such reductions are to be effected. The findings of this committee and its recommendations shall be reported in writing to the Dean. Any case involving alteration of the contract length of a full-time faculty member shall be submitted to a committee of faculty members from the School’s Academic Council. The findings of the subcommittee and its recommendations shall be reported to the Dean for consideration and appropriate action.