

layoff. Further, the college will attempt to assist displaced faculty to find employment in other educational institutions, industry, or government.

Faculty who have been laid off shall be offered re-employment at the same rank and conditions should the position become available within a three year timeframe. Such offers must be accepted within 30 days or the college is free to revoke the offer and fill the position with another individual.

Dismissal for Cause

Dismissal for cause is a severance action by which Bennett College terminates its agreement with the faculty member for cause. Any faculty member is subject to action under this section. Dismissal shall not be used to restrain a faculty member's academic freedom and must be directly and substantially related to the fitness of the faculty member to continue in their professional capacity.

Grounds for Dismissal / Definition of Cause

1. Physical or mental disability as determined by a competent medical authority
2. Inability to harmonize with the ideals and philosophy of the college
3. Conduct not befitting her/his position
4. Legal conviction of a felony charge or a charge involving moral turpitude
5. Willful neglect of duty or serious misuse of the classroom
6. Membership in, or association with, an organization advocating the overthrow of the United States government by force
7. Failure to meet his/her classes as scheduled or failure to perform well his/her academic duties
8. Service below the standards expected in terms of satisfactory teaching, scholarship, cooperation with colleagues, and failure to keep abreast of one's subject matter
9. Violations of the academic freedom of others
10. Active and voluntary participation in activities deliberately and specifically designed to discredit the college or undermine the mission of the college
11. Holding a full time academic appointment at another academic institution
12. Academic misconduct, including but not limited to plagiarism or theft of intellectual property