

Policies and Procedures

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

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. A 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.

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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.

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*.