

Faculty Handbook Committee Report: First Vote Passed on

Progressive Disciplinary Action

Passed First Vote May 18, 2018

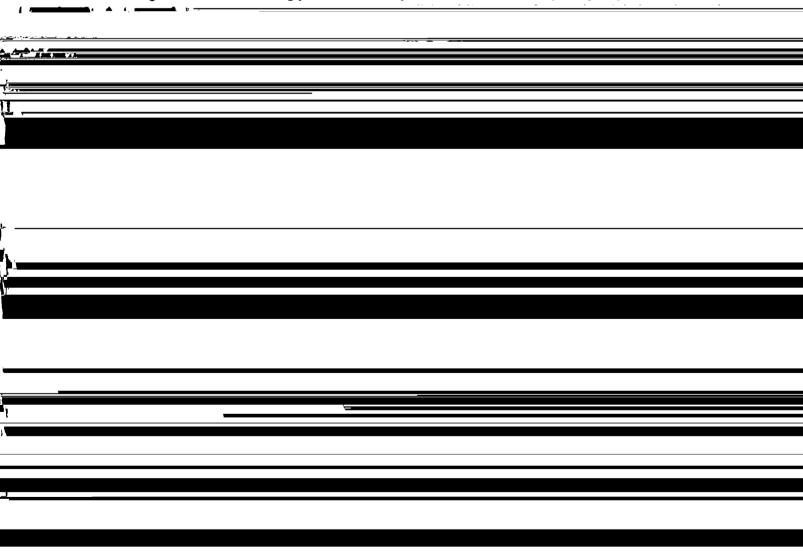
Edited after receiving comments. Edits took place on 06/13/2018 to be submitted to the FHC for second vote.

Passed Second Vote on June 18, 2018

University of Southern Mississippi Progressive Discipline Policy for Faculty

Policy Statement

This progressive discipline policy applies to situations absent in other university policies. This policy is intended to address and remedy workplace situations requiring immediate attention, but do not merit initiation of proceedings leading to the termination of employment. This policy does not cover situations involving contumacious conduct, malfeasance, Title IX, scholarly misconduct, inefficiency, cause, or criminal conduct. This policy applies to the Corps of Instruction as defined in the Faculty Handbook as well as visiting instructors and visiting professors. Examples of conduct covered by this policy include, but are



	Step 1: Verbal warning
	The school director verbally communicates the concern with the faculty member in a private meeting. The
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	corrective actions to be taken by the faculty member to remedy the situation. The school director
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Failure to achieve resolution of the situation at the censure stage can result in the initiation of proceedings leading to the termination of employment. In consultation with the dean, the school director composes a letter of censure to the faculty member that must include 1) a described description of the citantian ?) excessor where the citation movies consume 2) the genetians that are to be immeded on the faculty manubor. A) the commeting actions the faculty manubor muse

make to address the situation. 5) the timeline by which the situation is to be reevaluated, and 6) a statement