

1100

Building 2. Ground
level

1200

Building 2. Ground
level

1300

1400

1500

Additional work will be required by the contractor to ensure that the
existing structure is adequately supported during the construction of the
new structure. The contractor shall be responsible for providing all
necessary bracing and shoring to maintain the stability of the existing
structure during the construction of the new structure.

10/11

1100

1200

1300

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 school director communicates the issue to the faculty member, why the issue is a concern, and the suggested

corrective actions to be taken by the faculty member to remedy the situation. The school director communicates to the faculty member the time frame for reevaluation of the situation and indicates to the

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 detailed description of the situation, 2) a reason why the situation merits censure, 3) the

penalties that are to be imposed on the faculty member, 4) the corrective actions the faculty member must

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