

USF System USF USFSP USFSM

Number: USF10.112
Title: Faculty Misconduct and Incompetence
Responsible Office: Administrative Services/Human Resources

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Date Last Amended:

Date Last Reviewed: 8-18-09

(1) Disciplinary action may be taken against faculty members for “just cause,” which is defined as:

(a) Incompetence, or

(b) Misconduct.

(2) Discipline includes oral or written reprimands, suspension with or without pay, or dismissal. Discipline does not include transfers, change in assignments, non-reappointment, layoff, voluntary reduction in pay, employee evaluations, counseling or mandatory leave (e.g. military leave or required use of annual leave).

(3) Faculty members have the right to grieve all disciplinary actions in accordance with [Regulation USF10.113](#), and to defend themselves in accordance with the principles of progressive discipline. Furthermore, faculty members are entitled to their rights defined under federal and state law.

Authority: Art. IX, Sec 7, Fla. Constitution, Fla. Board of Governors Regulation 1.001.

History: New (BOT approval) 10-5-03. Formerly 6C4-10.112 F.A.C., Reviewed 8-18-09.