

## 605.3 - Nonrenewal, Termination, or Dismissal of Faculty

### Purpose:

The purpose of this policy is to establish Bismarck State College's framework for the nonrenewal, termination, or dismissal of faculty in alignment with **SBHE Policy 605.3**. This policy affirms BSC's commitment to academic freedom, fairness, and due process while ensuring institutional flexibility to respond to programmatic, financial, and performance-related needs.

### Scope

This policy applies to all full-time and part-time faculty employed by Bismarck State College, including special appointment, probationary and tenured appointments. It does not apply to adjunct instructors, temporary instructional staff, or termination of participation in specific programs or initiatives, which are governed by separate procedures.

### Definitions

- **Nonrenewal:** The decision not to reappoint a probationary faculty member at the conclusion of their current contract term, without the necessity of demonstrating cause.
- **Termination:** The ending of a faculty member's contract due to institutional reasons such as financial exigency, loss of legislative appropriation, program reduction, or program elimination.
- **Dismissal for Cause:** The ending of a faculty member's contract prior to its expiration due to professional incompetence, dishonesty, neglect of duty, misconduct, or other adequate cause.
- **Standing Committee on Faculty Rights (SCFR):** The faculty committee authorized under SBHE policy to review dismissal cases and conduct hearings.

### Policy Statement

Bismarck State College recognizes that the faculty role is central to its mission of academic excellence and student success. Faculty members are entitled to fair treatment and due process in matters of nonrenewal, termination, or dismissal. All decisions regarding faculty appointments shall be consistent with:

- SBHE Policy 605.1 – Academic Appointments
- SBHE Policy 605.3 – Nonrenewal, Termination, or Dismissal of Faculty
- BSC Faculty Grievance Policy

The 605.3 - Nonrenewal, Termination, or Dismissal of Faculty operational procedure shall govern notice periods, processes, appeals, and institutional responsibilities related to faculty employment actions.

**References:**

SBHE Policy 605.1 – Academic Appointments  
SBHE Policy 605.3 – Nonrenewal, Termination, or Dismissal of Faculty  
BSC 605.1 – Academic Appointments, Rank and Promotion Policy  
BSC Faculty Grievance Policy

**History of This Policy:**

First policy draft by the Faculty Senate during the 1988-89 academic year. Revisions - January, 1989; February 2, 1989; February 3, 1989; October 21, 1991; August 7, 1997; January 12, 2004; October 20, 2010; December 29, 2010; revised by the Faculty Senate on March 1, 2012, reviewed by the Operations Council on November 14, 2012 and amended/approved by the Executive Council on November 30, 2012; October 14, 2016; February 12, 2019.  
Reviewed by Campus Council on November 19<sup>th</sup>, 2025, and reviewed by the Executive Council on November 25<sup>th</sup>, 2025, and approved by the President on November 25<sup>th</sup>, 2025.