

## 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 faculty appointments at BSC, including tenured, probationary, and special (non-tenure) appointments.**

### Definitions

- **Faculty Appointment:** An academic appointment made pursuant to SBHE and BSC policies, including tenured, probationary, and special (non-tenure) appointments.
- **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.
- **Post-Tenure Review Outcome:** A determination resulting from the post-tenure review process conducted pursuant to **BSC Policy 605.1.2 – Tenure Appointments and Post-Tenure Review**, including findings of unsatisfactory performance and any associated remediation plans, timelines, or documented outcomes.
- **Dismissal for Cause:** Termination 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.

### Nonrenewal of Appointment

Nonrenewal applies primarily to probationary and special (non-tenure) faculty appointments and shall be conducted in accordance with applicable SBHE policies, institutional procedures, and contractual terms.

### Termination or Dismissal of Tenured Faculty

### **A. Grounds**

Tenured faculty may be terminated or dismissed only for cause or for institutional reasons as permitted under [SBHE Policy 605.3](#).

Documented findings of unsatisfactory performance resulting from a post-tenure review conducted under [BSC Policy Procedure 605.1.2](#), including failure to meet established performance expectations following remediation, may be considered in determining professional incompetence or other applicable grounds for dismissal.

### **B. Relationship to Post-Tenure Review**

When termination, dismissal, or other personnel actions are considered following a post-tenure review, such actions shall be based on documented post-tenure review outcomes and conducted in accordance with applicable institutional procedures.

## **Notice, Due Process, and Faculty Rights**

Tenured faculty subject to termination or dismissal under this policy shall be afforded all notice, review, and hearing rights required under [SBHE Policy 605.3](#) and the **BSC Faculty Grievance Policy**. These rights apply equally to actions arising from post-tenure review outcomes pursuant to **BSC Policy 605.1.2**

### **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 19th, 2025, and reviewed by the Executive Council on November 25th, 2025, and approved by the President on November 25th, 2025. Reviewed by Campus Council on February 13, 2026, and reviewed by the Executive Council on February 17, 2026, and approved by the President February 17, 2026.