

# Faculty Termination Policy

## Policy Information

### Issuing Office

Office of the Provost

### Affected Parties

Faculty

### Policy Language

All faculty Contracts and Letters of Agreement at Liberty University are issued annually. The issuance of these annual documents, however, does not create any expectation of continued employment beyond the effective dates of either. All notices of non-renewal or termination shall be made by the Provost or Online Provost.

The Institution shall retain the right to terminate the employment relationship with any faculty member at any time, with or without cause, provided that the Institution must continue to provide the remaining compensation due to the faculty member per the faculty member's contract.

### Policy Rationale

None specified

### Definition of Glossary Terms

None specified

## Procedural Information

### Procedures

Notwithstanding any other provision hereof or any provision of the Liberty University Faculty Handbook, the faculty member and the Institution agree that the Institution is not obligated to offer the faculty member employment for any period subsequent to the duration of this agreement or to notify the faculty member of a non-renewal decision by any specific date. In particular, although the Institution shall endeavor to notify each faculty member of a non-renewal decision as soon as practicable, the Institution shall not incur any liability due to any failure to notify any faculty member of a decision not to offer a renewal of this Agreement by any particular date.

**EXIT INTERVIEW.** A member of the Office of Human Resources will conduct the exit interview during the last week of employment. At this meeting, the faculty member will be informed of any benefits due them, of insurance privileges and/or the termination of coverage, and of other matters related to leaving the Institution. The faculty member will be given an opportunity to give reason(s) for leaving.

### Sanctions

None specified

### Exceptions

None