

32.02 Discipline and Dismissal of Employees

Approved February 27, 1995 (MO 44-95)
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Policy Statement

Nonfaculty employees of The Texas A&M University System are “at-will” employees. The discipline and/or dismissal of any A&M System employee shall be in accordance with regulations established by the Chancellor.

Reason for Policy

This policy provides that A&M System employees may be subject to discipline and/or dismissal in accordance with regulations established by the Chancellor.

Procedures and Responsibilities

1. AT-WILL EMPLOYMENT FOR ALL NONFACULTY EMPLOYEES

All nonfaculty positions in the A&M System are “at will,” meaning that any nonfaculty employee may be dismissed from employment with or without cause.¹ Any such dismissal must be in compliance with federal and state law.

2. DISCIPLINE AND DISMISSAL

2.1 Subject to Section 1 of this policy, all employees shall be subject to dismissal for cause at any time by the appointing authority, as set out in System Policy *01.03, Appointing Power and Terms and Conditions of Employment*. Dismissal for cause of a nontenured faculty member by the Chief Executive Officer (CEO) shall be confirmed by the Chancellor. The dismissal for cause of a tenured faculty member by the CEO shall be confirmed by the Chancellor and by the Board of Regents.

¹ This reference excludes contractual, nonfaculty A&M System employees.

- 2.2 Except as provided in System Policy *01.03* and Section 1 of this policy, an employee of The Texas A&M University System shall be subject to disciplinary action, including dismissal, upon a finding that the employee's job performance or conduct falls below expected or required standards.
- 2.3 The Chancellor shall establish regulations and procedures to determine when disciplinary action or dismissal may be imposed under Section 2.2 of this policy. Such regulations and procedures may provide the disciplined or dismissed employee an opportunity to respond to any charges and to appeal to a higher-level authority within the A&M System than that imposing the discipline or dismissal.
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Related Statutes, Policies, or Requirements

Policy *01.03, Appointing Power and Terms and Conditions of Employment*

<http://www.tamus.edu/offices/policy/policies/pdf/01-03.pdf>

Policy *12.01, Academic Freedom, Responsibility and Tenure*

<http://www.tamus.edu/offices/policy/policies/pdf/12-01.pdf>

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