

University of Northern Colorado  
College of Osteopathic Medicine

## **Policy: Terms of Dismissal**

**Responsible Party:** Dean, College of Osteopathic Medicine

**COCA Standard:** 7.8-1f

**Review Frequency:** Annually or as needed

The dismissal of faculty members from UNC COM will be conducted in accordance with the University of Northern Colorado's policies on termination and due process, ensuring fairness, transparency, and alignment with institutional and accreditation standards.

**UNC Relevant policies:**

- UNC Board Policy 2-3-1101 Termination for Cause  
[https://www.unco.edu/trustees/pdf/bpm\\_pdfs/BPM-2-3-11-Disciplinary-Action.pdf](https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-11-Disciplinary-Action.pdf)
- UNC Board Policy 2-3-1201 Due Process  
[https://www.unco.edu/trustees/pdf/bpm\\_pdfs/BPM-2-3-12-Faculty-Due-Process.pdf](https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-12-Faculty-Due-Process.pdf)

**A. Grounds of Dismissal:**

- Failure to meet professional and academic standards, including teaching, research, or service responsibilities.
- Violations of ethical or legal standards, including breaches of the [UNC Code of Ethics  
[https://www.unco.edu/trustees/pdf/ur\\_pdfs/UR\\_3\\_3\\_4\\_faculty\\_responsibilities\\_and\\_conditions\\_of\\_employment.pdf](https://www.unco.edu/trustees/pdf/ur_pdfs/UR_3_3_4_faculty_responsibilities_and_conditions_of_employment.pdf).
- Conduct detrimental to the mission or reputation of UNC COM.
- Financial exigencies as outlined in UNC policies.

**A. Dismissal Process:**

- o Initial Review: Concerns regarding faculty performance or conduct will be documented and reviewed by the department chair or supervisor.
- o Notice of Concerns: The faculty member will receive written notice detailing the concerns, including evidence and an opportunity to respond.
- o Remediation Plan: If appropriate, a remediation plan will be developed to address deficiencies. Failure to comply with the plan may result in further action.
- o Formal Dismissal Process: Cases warranting dismissal will be referred to the Dean and reviewed under the UNC Faculty Due Process Policy.
- o Appeal Process: Faculty members have the right to appeal dismissal decisions following the guidelines in UNC Board Policy 2-3-1201  
[https://www.unco.edu/trustees/pdf/bpm\\_pdfs/BPM-2-3-12-Faculty-Due-Process.pdf](https://www.unco.edu/trustees/pdf/bpm_pdfs/BPM-2-3-12-Faculty-Due-Process.pdf).