

Central Virginia Community College Policies
IV - Employment Policies and Information
Termination of Employment



| | |
|--------------------------|---|
| Policy #: | CVCC0112 |
| Effective: | __/__/__ |
| Last Reviewed/Revised: | 09/19/2022 |
| Responsible Dept.: | Human Resources |
| Other Policy References: | VCCS 3.12 , 3.12.1 , and 3.11.1 |

Dismissal

Dismissal is the involuntary termination of a faculty member's employment during the individual's term of appointment. Faculty members may be dismissed only for just cause. Permissible grounds for dismissal should include incompetence, unsatisfactory performance of duties, unlawful discrimination, sexual harassment, insubordination, or misconduct. Procedures for dismissal shall be as prescribed by the State Board for Community Colleges ([VCCS Policy 3.12](#)).

Non-Reappointment

Non-reappointment constitutes the decision not to offer another appointment proposal effective at the end of the current appointment period ([VCCS Policy 3.12.1](#)).

Reduction in Staff

Involuntary termination of appointments at any time by a college in the event of a lack of sufficient funds, lack of sufficient student enrollment in certain offerings or disciplines, a reorganization or change in curriculum is recognized; however, termination of employment under such conditions should only be used in cases of necessity. Procedures for a reduction in staff shall be as prescribed by the State Board for Community Colleges ([VCCS Policy 3.11.1](#)).