



UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES



SUBJECT: Appointments, Promotion, and Tenure of Faculty and Academic Staff

Instruction 1100

(PRS)

Jan 9 2020

ABSTRACT

This Instruction establishes policies and procedures for the appointment, promotion, and tenure of the faculty and academic staff of the Uniformed Services University of the Health Sciences (USU). Information contained in this Instruction defines the necessary conduct, scholarly and professional qualifications for faculty and academic staff members, tracks, titles, and the procedures for appointment. The policies and procedures for promotion, tenure, termination, non-renewal of appointment, suspension, and due process are referenced.

A. Reissuance and Purpose. This Instruction reissues USU Instruction 1100, and provides policies and procedures for the appointment, promotion, and tenure of USU faculty and academic staff. It describes terms of appointment, provisions for annual review, granting of tenure, suspension, and termination of appointments and tenure, non-renewal of appointments, conduct of employees, and due process for employee actions.

B. References. *See Enclosure 1.*

C. Applicability. This Instruction applies to all USU components.

D. Policy.

1. The mission, governance, organization, responsibilities and functions of USU are set forth in Title 10, United States Code, Chapter 104, and Department of Defense (DoD) Instruction 5105.45.

2. The President, USU, manages University programs, activities, personnel, and resources as prescribed by the Assistant Secretary of Defense (Health Affairs), with the advice of the Board of Regents (BOR). The BOR will provide advice to the President, USU, on all policy decisions and all recommendations regarding faculty status. The BOR works with the President, USU, to assure comparable standards across USU. The Deans of each school shall develop and administer policies and procedures on the academic affairs of their respective schools. The faculty, through the Committee on Appointments and Promotions (CAP) or the Committee on Appointments, Promotion, and Tenure (CAPT), has the

responsibility to initiate appointments, promotions, and tenure and will provide guidance concerning policy development, review, and administrative responsibilities in matters of faculty status.

3. Faculty appointments, promotions, and tenure shall reflect the mission of USU.

E. Faculty.

1. There are four ascending faculty ranks, as designated by title: Instructor, Assistant Professor, Associate Professor, and Professor. Faculty shall be appointed in, and promoted to, the various ranks based upon the judgment of their peers and the concurrence of the University administration under guidance, standards, and procedures outlined in this Instruction and its *Enclosures*, as elaborated and interpreted by the respective USU School or College Dean's policies.

a. Instructor is a rank for junior scholars who, while fully qualified to teach, have not reached the level of scholarly maturity expected of a permanent faculty member.

b. Assistant Professor is the basic entry level faculty rank. This level of scholar is expected to have all qualifications customary in their profession or field and to have demonstrated clear potential for achievement and a capacity for productivity in multiple areas of scholarship.

c. Associate Professor is the faculty rank indicative of fully-matured scholarship in multiple domains; it is based upon the extramurally peer-evaluated and clearly demonstrated capacity for sustained scholarly achievement and productivity.

d. Professor is the highest rank a faculty member may be awarded on the basis of peer recommendation and is reserved for those faculty members who have repeatedly demonstrated outstanding achievement across the spectrum of scholarship; it is not awarded for length of service but only after careful consideration of the quality, quantity and national and/or international impact of the individual's scholarship.

2. As set forth in this Instruction, Deans, with the advice of the BOR and the approval of the President, publish policies and procedures authorizing differing faculty tracks and pathways for promotion of the faculty and various prefixed or modified faculty ranks.

a. Award of the organizational titles *Distinguished*, or *Scholar-in-Residence*, are by authority of the University President. These titles will modify approved academic titles - e.g. "Distinguished Professor, "Professor (Scholar-in-Residence)."

1) *Distinguished* may only modify the rank of Professor and is used by the University President, on the recommendation of a Dean and the advice of the BOR, to honor senior faculty members of national and international stature who contribute exceptionally to the academic strength and development of the University and its programs. Active Surgeons General of the Military Services will hold the

rank of *Distinguished Professor of Military Medicine* during their term of office as Surgeon General.

2) *Scholar-in-Residence* is an organizational title within the University for visiting scientists or faculty who assist the University President on strategic development and planning. Such visiting appointments are limited to a period of two years; in exceptional cases and with approval of the President, USU, the appointment may be renewed for a period not-to-exceed two years. Such individuals will be compensated in accordance with the applicable USU salary range based on the individual's credentials and qualifications.

3) *President Emeritus* is an organizational title to recognize past University Presidents who have rendered long and distinguished service to the institution. This title is awarded by the current USU President with the advice of the Board of Regents, and the USU Names and Honors Committee.

3. Enlisted Personnel and Noncommissioned Officers in Tactical/Operational Activities. Enlisted personnel and noncommissioned officers have long played important roles in the preparation and development of Military Medical Officers and increasingly play significant roles in the tactical and operational educational activities of commissioned officers in Nursing and Dentistry. They are viewed as stewards of the heritage and traditions of Military Medicine and as masters of tactical skills. Therefore, USU provides a special designation for enlisted and noncommissioned personnel who are actively engaged in University tactical and operational education activities.

a. Nomination of enlisted personnel from any department for this unique tactical training status is vested in the Professor of Military and Emergency Medicine who serves as the statutory Professor of Military, Naval or Air Science. The nomination will be affirmed by a University-level review committee, appointed by the USU President, and will be comprised of representatives from all USU Schools and Colleges as applicable, and a University-level administrator. The Dean of the School in which the member's billet is located (if applicable) and the Brigade Commander must concur with the nomination. The Board of Regents shall review all nominations and on the advice of the Board the President may appoint enlisted and noncommissioned members of the University as Tactical Instructors and Senior Tactical Instructors.

1) Tactical Instructor- an enlisted member or NCO who takes a significant educational and training role in tactical and operational training and other educational activities, has completed the appropriate Service school or training and earned the additional identifier for their Service as a Trainer (e.g., SI 8 in the Army, NEC 9502 in the Navy, T Code in front of the AFSC in the USAF), and has completed Tactical Combat Casualty Care (TC3) instructor training. All Tactical Instructors are to participate in personal/professional development opportunities in the ongoing effort to advance instructional skills. The Senior Enlisted Advisor, Military Emergency Medicine (MEM), and the Brigade Senior Enlisted Leader, under the direction of the Professor of Military and Emergency Medicine, will maintain a contributions file for each Tactical

Instructor to document their participation and evaluation of performance in USU educational and training activities for inclusion in their annual reports and evaluations.

2) Senior Tactical Instructor- an NCO (E-5 and above) who has served as a USU Tactical Instructor for one cycle of training, and serves in a leadership role in tactical and operational training and other educational activities. Senior Tactical Instructors are expected to be actively engaged in Curriculum development and delivery, evaluation of personnel serving as instructors in USU field and campus based training operations, and/or evaluation of students. The Professor of Military and Emergency Medicine will designate a senior uniformed faculty member as a mentor and coach to all personnel named as Senior Tactical Instructors to document, certify, and evaluate their performance in the ongoing contribution to the USU educational mission for inclusion in their annual reports and evaluations.

b. Appointments will end upon the termination of participation in tactical training.

F. Qualifications, Promotion and Tenure of Faculty.

1. The University is a Federally-established educational institution. Faculty and academic staff are responsible to the University and the DoD. Faculty and academic staff in their professional and University-related activities shall conduct themselves in accordance with Federal, DoD, and USU regulations, policies, procedures, and standards of conduct to reflect credit upon the academic profession, the USU, and the DoD.

2. Faculty shall be judged on their conduct, performance, and areas of scholarship, including professional service, clinical service, institutional citizenship, and other professional contributions. These may include, but are not limited to:

a. Teaching ability, performance, and activity.

b. Research activity.

c. Clinical expertise.

d. Professional and intellectual integrity.

e. Reputation among peers.

f. Receipt of scholarly awards and fellowships.

g. Professional service to scholarly, scientific, military, or public health communities through membership, service, and leadership on professional or scientific committees.

h. Institutional citizenship through committee and administrative work and service to USU and/or its affiliated institutions.

i. Contributions to continuing education programs.

j. Advanced degrees and professional certifications.

k. Conduct as it relates to adhering to agency policies, procedures, goals and work instructions, and demonstrating appropriate behavior in working and collaborating with staff students, and customers.

3. Faculty qualifications and promotions shall be judged by committees of senior faculty members, using the guidance of this Instruction. There shall be one or more Committee on Appointments and Promotion (CAP) or Committee on Appointments, Promotions, and Tenure (CAPT) where tenure is offered within each School to evaluate faculty for promotion, with and without tenure, and appointment at the level of Associate Professor or above. An ad hoc CAPT equivalent committee may be established that shall serve as a search committee when the search is for a position at the Associate Professor or above level or tenure is recommended. Faculty recommendations, when affirmed by the appropriate Dean, shall be forwarded to the BOR for advice and ultimately to the University President for decision.

G. Tenure.

1. Tenure is the contractual presumption of competence and continued service awarded to senior members of the faculty on the recommendation of their peers to ensure academic freedom in the institution. Tenure is an earned award for positive contributions to scholarship and institutional citizenship and shall not be granted solely on length of service. The tenured faculty member may not suffer reduction in base salary, loss of position, or dismissal except for cause, and in accordance with University Instructions and/or applicable Federal Regulations. (*See Enclosure 2*) Since tenure constitutes an enduring contract between the faculty member and the University, the decision to grant it must be made on the basis of the most informed judgment possible and in the best interests of the University and its mission. The President grants tenure based upon the recognition of academic achievement; the judgment that this achievement will continue in the future; and the determination that the granting of tenure is aligned with the mission, needs, plans and goals of the Department, the School, and the University. Tenure and promotion are separate and distinct entities.

2. Procedures for Granting Tenure

a. The appropriate School or College department will forward the tenure action request and all required information and documents to CHR for submission to the appropriate School or College CAPT for review.

b. The CAPT will review the action for academic merit and will return the action with its recommendation to CHR for forwarding to the appropriate School or College Dean for review.

c. The CAPT shall recommend approval or disapproval of the action to the Dean or may defer consideration pending additional information. The CAPT will provide the Dean with a statement concerning the basis for a disapproval or deferral decision.

d. If the CAPT recommends disapproval of the action, and the Dean disagrees or identifies what is perceived to be a variation from the School's policy in the review process, the Dean may request reconsideration by a memorandum to the CAPT providing the basis for the request and any other pertinent information regarding the matter. The candidate's Department Chair or responsible official may also request reconsideration by the CAPT in a memorandum to the CAPT providing the basis for the request. The Dean, Department Chair, or responsible official will be allowed to address the CAPT following submission and review of the memorandum if requested. The CAPT's disapproval on the reconsideration is final.

e. If the CAPT recommends approval, and the Dean disagrees, the Dean may:

1) Disapprove the action, and the determination is final. The candidate's Department Chair or responsible official may request reconsideration by the Dean in a memorandum to the Dean providing the basis for the request and any other pertinent information regarding the matter. The Dean's determination on the reconsideration will be final.

2) Request reconsideration by a memorandum to the CAPT providing the basis for the request and any other pertinent information regarding the matter. The CAPT will review the reconsideration and make its final recommendation on the matter and return the action to the Dean. If the CAPT continues to recommend approval, the Dean may:

a) Disapprove the action and the Dean's determination on the action will be final; or

b) Approve the action and send the recommendation through CHR to the BOR.

f. If the CAPT recommends approval, and the Dean concurs, the recommendation shall be forwarded to the CHR. CHR shall forward the recommendations to the BOR for consideration and to the USU President for final approval.

g. If both the CAPT and the Dean recommend approval, and the BOR disagrees, the BOR recommendations with supporting documentation, to include the views of the BOR and the recommendation package of the CAPT and the Dean, shall be forwarded to the USU President for final action. Note: Prior to submitting its recommendations to the USU President, the BOR may:

1) Provide its proposed recommendations to and/or consult with the Dean, CAPT Chair, and/or department Chair or responsible official concerning the tenure action; or

2) If deemed necessary, investigate the matter further in the manner the BOR deems appropriate.

h. The USU President will make the final determination on BOR submitted tenure actions unless otherwise delegated.

1) If the USU President agrees with the recommendations for approval of the action, the USU President's approval is final.

2) If the USU President disagrees with the recommendations for approval of the action, the President may:

a) Disapprove the action, and the determination is final.

b) Return the action to the BOR for reconsideration by a memorandum providing the basis for the review and any other pertinent information regarding the matter. The BOR will review the reconsideration and make its final recommendations on the matter and return the action to the USU President. The USU President will review the BOR recommendations and make the final decision on the action.

c) If deemed necessary, investigate the matter further in the manner the USU President deems appropriate. After the review, render a final determination on the action.

3. Faculty members, hired in the tenure track, are entitled to a single one-year terminal appointment as prescribed by the respective USU School's policy when a final decision has been made that they will not be recommended for tenure or granted tenure. The terminal year appointment will become effective on the day after the employee's probationary period ends. Supervisory personnel are expected to complete all reviews and decisions at least 90-days before the individual's tenure track probationary period ends and notify Civilian Human Resources (CHR) of the decision. The employee must be notified of a negative tenure decision at least 90 calendar days before the employee's probationary period ends. If tenure is not granted and proper notification of non-renewal of appointment is not given at least 90 calendar days prior to the date the employee's probationary period ends, the appropriate Dean or the President, USU, in his or her absolute discretion, may extend employment for no more than an additional 90 calendar days. (*See Enclosure 2.*)

H. Delegation of Authority. The President, USU, may delegate in writing his or her duties as prescribed in this Instruction. Deans, Department Chairs and Program Directors may not delegate their duties in the appointment and promotion of faculty. When there is a presidentially-designated Acting or Interim Dean, or decanally-designated Acting or Interim Program Director or Department Chair, such acting or interim personnel shall have all authorities and responsibilities of this Instruction.

I. Policy. The Deans of USU Schools and Colleges shall issue policy guidance in a supplemental USU Instruction, after consultation and review by CHR and the USU Office of General Counsel (OGC), as well as the approval of the USU President, for implementation of this Instruction in their School or College.

J. Procedures. Implementation procedures are detailed in the respective USU School or College policies and/or guidelines or USU Instruction 1107.

A handwritten signature in black ink, appearing to read "RW Thomas".

Richard W. Thomas, MD, DDS, FACS
President

Enclosures:

1. References
2. Termination and Suspension Procedures

REFERENCES

- (a) USU Instruction 1100, "Appointments, Promotion and Tenure of Faculty and Academic Staff," dated July 29, 2019 (hereby canceled).
- (b) DoD Instruction 5105.45, "Uniformed Services University of the Health Sciences (USU)," dated May 30, 2019 or as amended.
- (c) Title 10, United States Code, Chapter 104.
- (d) USU Instruction 1107, "Recruitment and Nomination Procedures for Appointment, Promotion and Granting of Tenure for USU Faculty and Administratively Determined (AD) Administrators and Academic Support Staff," dated July 29, 2019.
- (e) USU Instruction 1010, "Disciplinary and Adverse Actions," dated January 30, 2009 or as amended.
- (f) USU Instruction 1205, "Faculty Grievances," dated February 10, 2011 or as amended.
- (g) DoD Instruction 1400.25, Volume 431, "DOD Civilian Personnel Management System: Performance Management and Appraisal Program," dated July 11, 2019 or as amended.
- (h) Code of Federal Regulations, Part 752, Adverse Actions.
- (i) Code of Federal Regulations, Part 432, Performance Based Reduction in Grade and Removal Action.
- (j) Code of Federal Regulations, Part 351, Reduction in Force.

TERMINATION AND SUSPENSION PROCEDURES

1. GROUNDS FOR TERMINATION OR SUSPENSION

a. Disciplinary and Adverse Actions:

1) Civilian Faculty, Academic Staff, and AD Administrators: Disciplinary and/or adverse actions for employees covered by this Instruction may be initiated for cause such as, but not limited to the below. These actions shall be accomplished in accordance with 5 CFR, Parts 752 and 432, DoD Instruction 1400.25, Volume 431, DoD Performance Management and Appraisal Program, and USU Instruction 1010 as applicable:

- a) Unsatisfactory performance;
- b) Neglect of duty;
- c) Academic dishonesty;
- d) A criminal conviction;
- e) Termination of clinical privileges by a health care facility, inappropriate conduct;
- f) Inability to perform the essential functions of the job for medical reasons; or
- g) Infraction of procedures or regulations

(1) Disciplinary Actions: Official reprimands or suspension actions for 14 calendar days or less shall be taken in accordance with USU Instruction 1010 and 5 CFR, Part 752 and may be grieved under USU Instruction 1205. Informal disciplinary actions such as letters or notices of admonishment, counseling, caution, warning, or leave restrictions are not grievable.

(2) Adverse Actions: Removal, suspension for more than 14 calendar days, reduction in grade or basic pay, or furlough for 30 days or less, shall be taken in accordance with USU Instruction 1010 and 5 CFR, Parts 752 or 432 as applicable. Eligible employees may exercise the right to appeal these actions through the Merit Systems Protection Board (MSPB). Eligible employees include the following:

- (a) An employee in the excepted service who is a preference eligible and who has completed 1 year of current continuous service in the same or similar positions; or

(b) An employee in the excepted service who is a non-preference eligible and who has completed 2 years of current continuous service in the same or similar positions under other than a temporary appointment limited to 2 years or less.

(3) Pending a final decision concerning a proposed action, the President, USU, or the appropriate management official (Dean, Chair, etc.) may place the employee on administrative leave under the provisions described below in Section e.

2) Uniformed Faculty: Termination of an appointment of a uniformed faculty member covered by this Instruction may be put into effect for cause such as, but not limited to:

- a) Unsatisfactory performance;
- b) Neglect of duty;
- c) Academic dishonesty;
- d) A criminal conviction;
- e) Termination of clinical privileges by a health care facility; inappropriate conduct; or
- f) Infraction of regulations.

3) Termination of an appointment for cause shall be accomplished strictly in accordance with the procedures set forth below. Actions taken under this section may be grieved under USU Instruction 1205. Uniformed faculty are not eligible for the procedures and process afforded by 5 CFR, Part 752 or Part 432.

a) When the appropriate official determines that cause exists to warrant disciplinary or adverse action, the official will (after consultation with CHR or the USU Brigade Commander) propose, in writing, the appropriate action and furnish a copy of the proposal notice to the employee and designated deciding official. The notice will summarize the facts and reasons for the proposal. Documentation to support the proposed action should include:

- (1) Report of investigation (if any) witness statements,
- (2) History of past performance including the three most recent annual performance evaluations,
- (3) Report of previous actions, (including counseling activities to correct problem(s)), and

(4) Any other evidence relevant to the case.

b) The employee will have 14 calendar days from receipt of the proposal notice to prepare a rebuttal to the notice and provide a copy to the deciding official. A copy of the documentation that supported the proposed action will be provided to the employee upon his/her request.

c) After review of all materials, the deciding official will render the final decision.

b. Termination for Medical Reasons: When an employee cannot continue to perform the essential functions of his or her position because of physical or mental incapacity, his or her appointment may be terminated. Such action will be based on a review of the employee's performance and clear and convincing medical evidence from an authoritative source directly familiar with the employee's medical condition. If it is determined that termination of an appointment action is warranted for medical reasons, the action will be accomplished in accordance with the procedures described above in Section a. of this *Enclosure*.

c. Termination for Financial Exigency: When insufficient resources threaten the survival of the institution, the appointments of employees, regardless of the tenure status, may be terminated.

1) With the threat of imminent financial exigency, the President, USU, with the advice of the BOR, may elect to appoint a special committee of the faculty to advise and to assist in evaluating the situation.

a) The committee shall consist of billeted uniformed and full-time civilian faculty and should include the following members or their designees:

(1) President of the Faculty Assembly;

(2) Chairs of the curriculum committees;

(3) A representative nominated by each USU School and College. For the School of Medicine (SOM), a representative nominated by the SOM Basic Science Chair and the SOM Clinical Sciences Chair;

(4) The President shall appoint a Chair who is a tenured professor.

(5) The Vice President, Finance and Administration; General Counsel; Associate Dean, Faculty Affairs for each USU School and College and Director, CHR, will act as consultants to the committee.

b) The committee will be given timely access to all relevant administration information and shall, within 30 calendar days, provide written input to the President, USU.

2) Should the President, USU, after considering the advice of the committee and the BOR, declare that a condition of financial exigency exists, the President shall as soon as possible provide the affected employee with a notice, including all facts on which the determination is based.

3) If USU terminates appointments, it will not at the same time make new appointments except in extraordinary circumstances.

4) The position of the affected employee will not be filled by a replacement within a period of at least one year unless the released employee has been offered reinstatement and a reasonable time in which to accept or decline the offer.

5) In all cases of termination for financial exigency, the action shall be accomplished in accordance with the 5 CFR, Parts 351 or 752, as applicable, regardless of the tenure status of the civilian employee.

d. Reorganization: Upon official discontinuance of an Instructional program, activity or department, an employee's appointment may be terminated. The decision to discontinue a program, activity, or department of Instruction will be based upon educational, financial, and/or mission considerations, as determined by the appropriate Dean, after considering the advice of the faculty.

1) To initiate the reorganization of an academic program, activity, or department, the appropriate Dean shall ask the curriculum committee to consider the issue and report on the suggested reorganization within a specified time not to exceed 90 calendar days. Upon receipt of the curriculum committee's report, the appropriate Dean shall recommend the proposed reorganization to the President, USU.

a) The appropriate Dean shall notify all affected employees within 14 calendar days if a recommendation for reorganization is forwarded to the President.

b) The President, USU, shall inform the BOR of the appropriate Dean's proposal for reorganization. The President, USU, shall decide within 90 calendar days. The President, USU, may solicit appropriate advice and shall provide in a timely fashion the faculty with a report justifying the determination.

2) With the exception of uniformed faculty, actions for termination for reorganization shall be accomplished in accordance with 5 CFR, Parts 351 or 752, as applicable, regardless of the tenure status of the civilian employee.

3) Per USU Instruction 1205, a faculty or academic staff member may appeal a determination concerning reorganization not due to fiscal exigency to the Faculty Grievance Committee. The issues in such a hearing may include the university's failure to satisfy USU procedures concerning the decision to reorganize a USU school.

e. Administrative Leave and Suspension:

1) The President, USU, or the appropriate management official, may place an employee on administrative leave if the employee's presence at the University will disrupt its functioning, or he/she is a danger to himself or herself or others.

Uniformed faculty with similar concerns will be dealt with by the President, USU, or appropriate Dean or Chair, through the Office of the Brigade Commander.

2) An employee's base salary will continue during the period of administrative leave. Besides administrative leave, separate action may be taken to suspend base salary. Base salary excludes compensation for any special pay allowances such as special pay for administrative appointments, retention allowances, physician comparability allowances, etc.

3) Special pay allowances for an employee may be continued at the discretion of the President USU or the appropriate official. The decision to suspend or terminate such special pay allowances is not grievable.

2. NON-RENEWAL AND TERMINATION OF APPOINTMENTS AND NOTICE

a. An employee in the tenure-eligible track on a time-limited appointment with a Not-To-Exceed (NTE) date shall receive notice of non-renewal and termination as specified in the USU School or College policies and/or guidelines, as applicable. Failure of a department or the administration to give timely notice of non-renewal for tenure-eligible track appointments as defined in the applicable school's policies and/or guidelines, shall not entitle an individual to an additional period of employment. If proper notification of nonrenewal is not given at least 90 calendar days prior the appointment NTE date, the appropriate Dean or the University President, in his or her absolute discretion, may extend employment for no more than an additional 90 calendar days.

b. An employee in the tenure-eligible track with a NTE date is not eligible to receive an additional period of employment if the appointment is not renewed based on cause (i.e., unsatisfactory performance, misconduct, Reduction in Force (RIF), medical reasons, etc.). For an employee in the non-tenure track on a time-limited appointment with a NTE date, employment shall automatically end on the NTE date. The Notification of Personnel Action, Standard Form (SF) 50-B, shall serve as notification of the expiration of employment. No additional notice of non-renewal is required and the determination is not grievable. These employees are also not eligible for severance pay or eligible to receive an additional period of employment.

c. In all cases of termination of an appointment prior to the NTE date for an employee, the action shall be accomplished in accordance with 5 CFR, Parts 752, 432 or 351, as applicable.

d. In all cases of termination of an employee in the non-tenure track on an appointment without a NTE date, the action will be accomplished in accordance with 5 CFR, Parts 752, 432 or 351, as applicable.

3. REDRESS

a. Any civilian employee covered under this enclosure may file a written petition with the Faculty Grievance Committee for redress of grievances arising from relief of responsibilities, failure to promote, denial or termination of tenure, reorganization determination not due to fiscal exigency, performance appraisal, official letter of reprimand, or suspension actions of 14 days or less.

b. Any uniformed faculty member may file a written petition with the Faculty Grievance Committee for redress of grievances arising from an action by the appropriate management official or Dean for termination of an academic appointment for cause, from relief of responsibilities, or for a failure to achieve academic promotion.