



3.8.1 Termination and Reappointment of Faculty

Chapter 3 - Faculty	Original Effective Date: February 2000
Section: 3.8 Termination and Reappointment of Faculty	Date Last Reviewed: January 2024
Responsible Entity: Vice President for Academic, Faculty, and Student Affairs	Date Last Revised: January 2024

I. Purpose

To establish the standardized process of termination or reappointment of faculty, regardless of their tenure status, with UT Health San Antonio.

II. Scope

This policy applies to all faculty at UT Health San Antonio.

III. Policy

Termination of the appointment of tenured faculty members and of all other faculty members before the expiration of the stated period of appointment, except by resignation or retirement for age in accordance with established rules, will be only for good cause shown. The procedures for hearing and determining such cases are set forth in the Regents' Rules and Regulations, [Rule 31008](#) and [University of Texas System Policy 198](#).

A. Termination of Appointment for Faculty on the tenure track without tenure

1. Process

In the event of a decision not to reappoint a faculty member on the tenure track without tenure, written notice will be given based on the following years of probationary service:

- a. First academic year:
 - i. Notify not later than March 1
 - ii. Termination of Appointment will be August 31 of the same fiscal year.
- b. Second academic year:
 - i. Notify not later than December 15
 - ii. Termination of Appointment will be August 31 of the same fiscal year.

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c. Two or more academic years:

i. Notify not later than July 31

ii. Termination of Appointment will be August 31 of subsequent fiscal year

The Chair, the Dean, and the President must sign this notification. The letter will be sent by the Dean by certified mail (return receipt requested).

B. Reappointment

Notice of reappointment to a succeeding academic year, and the award of tenure, may be accomplished by the President or his/her delegate only after approval of the Board of Regents. No person shall be deemed to have been reappointed or to have been awarded tenure because notice is not given or received by the time or in the manner prescribed in this chapter. Should it occur that notice is not received by the time prescribed herein, it is the duty of the academic employee concerned to make inquiry to determine the decision of the President. Upon such inquiry, the academic employee shall be notified of such decision without delay.

C. Elimination of Programs and Positions

The President has the responsibility for determining when to eliminate academic positions or abandon academic programs, or both, subject to the approval of the Executive Vice Chancellor for Health Affairs. The procedures that must be followed are described in the Regents' Rules and Regulations, [Rule 31003](#). The procedures to be followed upon determining financial exigency are described in the Regents' Rules and Regulations, [Rule 31003](#).

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

There are no related documents associated with this Policy.

VI. Review and Approval History

A. The approving authority of this policy is the University Executive Committee.

B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

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Effective Date	Action Taken	Approved By	Date Approved
02/2000	Policy Origination		
11/2013	Policy Review		
01/2024	Policy Revision		