

## 32.02 Discipline and Dismissal of Employees



Reviewed [June 10, 2016](#)

Next Scheduled Review: June 10, 2021

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### Policy Statement

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Nonfaculty employees of The Texas A&M University System (system) are “at-will” employees. The discipline and/or dismissal of any system employee shall be in accordance with system policies and regulations.

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### Reason for Policy

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This policy provides that system employees may be subject to discipline and/or dismissal in accordance with system policies and regulations.

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### Procedures and Responsibilities

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#### 1. AT-WILL EMPLOYMENT FOR ALL NONFACULTY EMPLOYEES

All nonfaculty positions in the system are “at will,” meaning that any nonfaculty employee may be dismissed from employment with or without cause.<sup>1</sup> 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 may be dismissed for cause at any time. Dismissal of a faculty member shall be in accordance with applicable system policies.

2.2 Except as provided in System Policy *01.03, Appointing Power and Terms and Conditions of Employment*, and Section 1 of this policy, an employee 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.

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<sup>1</sup> This reference excludes a nonfaculty system employee having a written employment contract entered in accordance with System Policy *25.07, Contract Administration*.

- 2.3 To the extent not addressed in system policy, the chancellor shall establish regulations to determine when disciplinary action or dismissal may be imposed under Section 2.2 of this policy.
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## **Related Statutes, Policies, or Requirements**

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[System Policy 01.03, Appointing Power and Terms and Conditions of Employment](#)

[System Policy 12.01, Academic Freedom, Responsibility and Tenure](#)

[System Policy 12.07, Fixed Term Academic Professional Track Faculty](#)

[System Policy 25.07, Contract Administration](#)

[System Policy 32.01, Employee Complaint and Appeal Procedures](#)

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## **Member Rule Requirements**

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A rule is not required to supplement this policy.

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## **Contact Office**

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System Offices Human Resources  
(979) 458-6169