

Explanation for Exhibit D_3

Promotion, tenure, merit recognition and termination. Describe each of the policies and their locations.

1. Promotion and Tenure Policy is located at

<http://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure>

2. Merit Recognition – is awarded in years when the USG system budget allows. Each department is notified of merit budget and yearly faculty evaluations are used to award merit based on performance. Each department is responsible for developing a policy about evaluation and merit.

3. Termination Policy is located at

<http://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Termination-of-Employment>

The USG Policy is located at

https://www.usg.edu/policymanual/section8/C245/#p8.3.9_discipline_and_removal_of_faculty_members

Copies of Termination Policy is included in this exhibit.