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Involuntary Separation (Attachment C): Occurs when Leadership makes a decision to end the employment relationship. Involuntary Separation requires approval by Human Resources and the appropriate Leadership. Any employee, **including tenured faculty**, who is charged with and/or convicted of a criminal offense may be immediately separated **from University employment** at the discretion of Leadership and Human Resources.

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Involuntary Separation (Attachment C): Occurs when Leadership makes a decision to end the employment relationship. Involuntary Separation requires approval by Human Resources and the appropriate Leadership. **Any employee, covered in the scope of this policy**, who is charged with and/or convicted of a criminal offense may be immediately separated **from any non-faculty position** at the discretion of Leadership and Human Resources. **Separation for faculty requires action under Policy 4.23.**