



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER

Operating Policy and Procedure

HSC OP: 70.31, **Employee Conduct, Coaching, Corrective Action, and Termination**

PURPOSE: The purpose of this Texas Tech University Health Sciences Center (HSC) Operating Policy and Procedure (HSC OP) is to establish policy regarding employee conduct, coaching, corrective action, and termination.

REVIEW: This HSC OP will be reviewed in December of each even-numbered year by the Vice President and Chief Human Resources Officer, System Vice Chancellor and General Counsel, and System Office of Equal Opportunity, with recommended revisions forwarded to the HSC President.

POLICY/PROCEDURE:

Non-faculty employee conduct, coaching, corrective action, and termination are governed by Texas Tech University System Regulation [10.07](#), *Employee Conduct, Coaching, Corrective Action, and Termination*.

Tenured and non-tenured faculty employee evaluation and dismissal procedures are governed by Texas Tech University Health Sciences Center OP [60.03](#), *Performance Evaluation and Dismissal for Tenured and Non-Tenured Faculty*.

VALUES-BASED CULTURE:

Consistent with TTUHSC's Values-Based Culture, employee conduct, performance, and work standards include adherence to TTUHSC's adopted core values, which can be found [here](#).