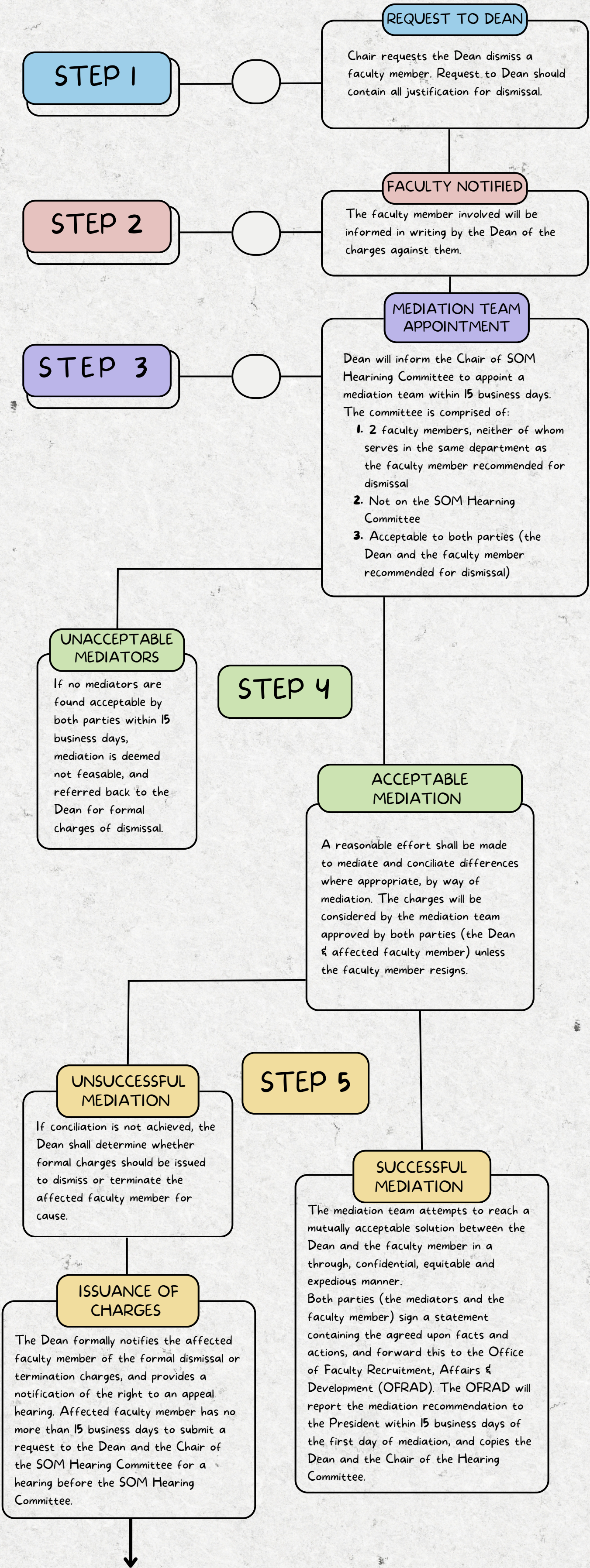
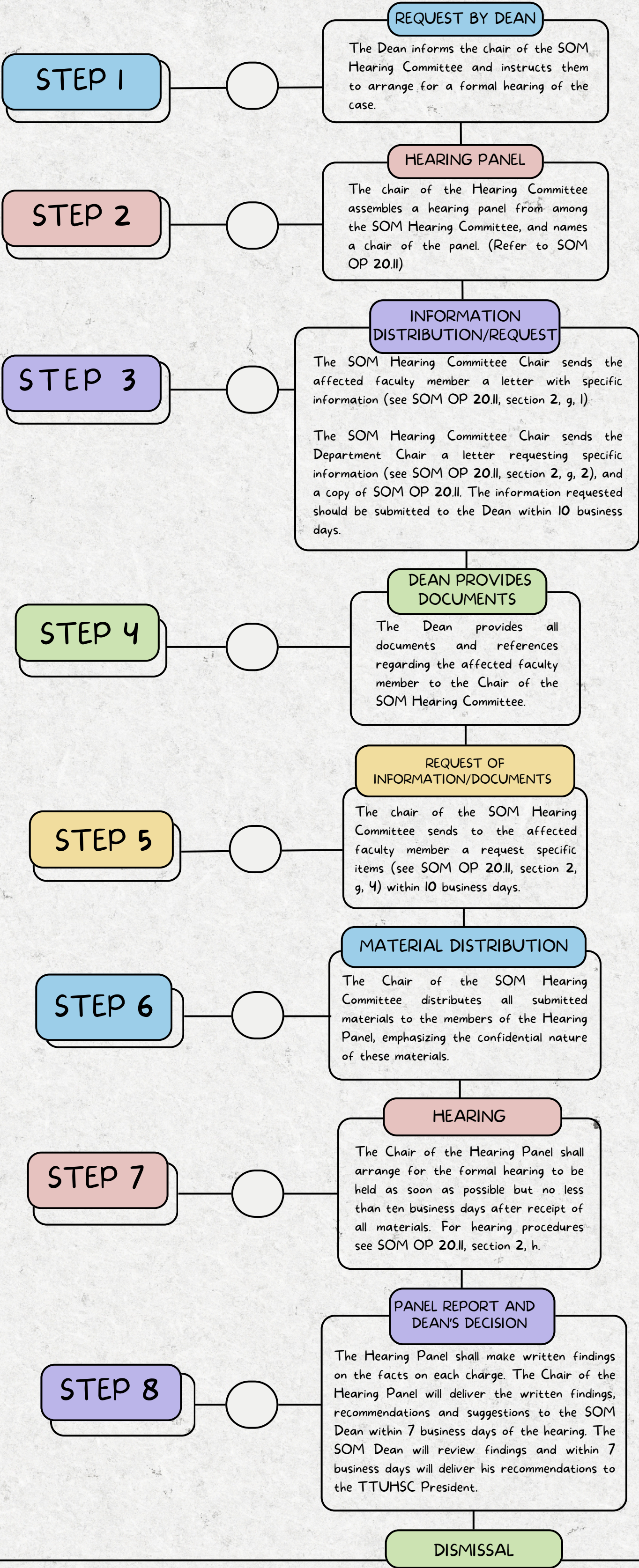


DISMISSAL OF FACULTY TENURED OR NON-TENURED

Dismissal will be for cause only (defined in 60.03, section 6, a & b).



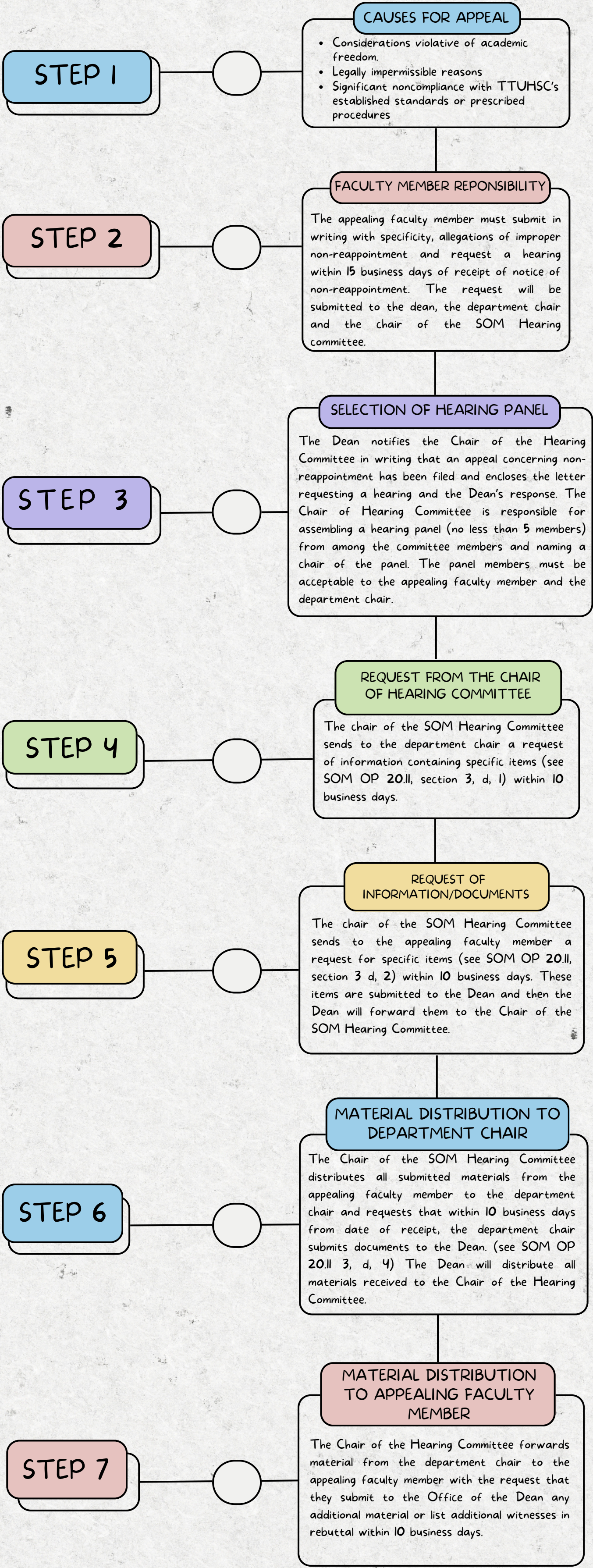
HEARING PROCEDURES FOR DISMISSAL



Dismissal of Non-Tenured Faculty: The President will review the Hearing Panel and the Dean's findings and recommendations, and render a decision. The written decision will be communicated to the faculty member and the Dean within 10 business days of the Dean's recommendation. The decision of the President is final.

Dismissal of Tenured Faculty: The President shall transmit the findings and recommendations of the Hearing Panel and the Dean along with his/her recommendations to the faculty member and the Board of Regents (BOR). The BOR will take final action. The decision of the BOR will be stated in writing and communicated to the President, who will communicate it to the SOM Dean and the faculty member. The decision of the BOR is final.

HEARINGS FOR APPEAL OF NON-REAPPOINTMENT



PROCEDURES FOR THE HEARING COMMITTEE

STEP 1

HEARING PROCEDURES

Hearing shall be held no less than 10 business days of receipt of all material by the Hearing Panel. Audio recordings of the hearing will be made.

STEP 2

HEARING FORMAT

Each party may present an opening statement. The faculty member shall present their case first. There will be closing statements by each party. (See SOM OP 20.11 3, e, 1, 2 & 3 for specific details.)

STEP 3

PANEL REPORT AND DEAN'S DECISION

The Panel shall submit all documentation and the report on the hearing with the Panel's recommendations to the Chair of the Hearing Committee and the Dean within 10 business days of the hearing.

The Dean shall submit same, along with his recommendations to the President, Provost and the faculty member within 10 business days.

The President shall review the findings and recommendations and make a decision in writing, and communicate it to the Dean and the faculty member within 10 business days.

The President's decision is final.