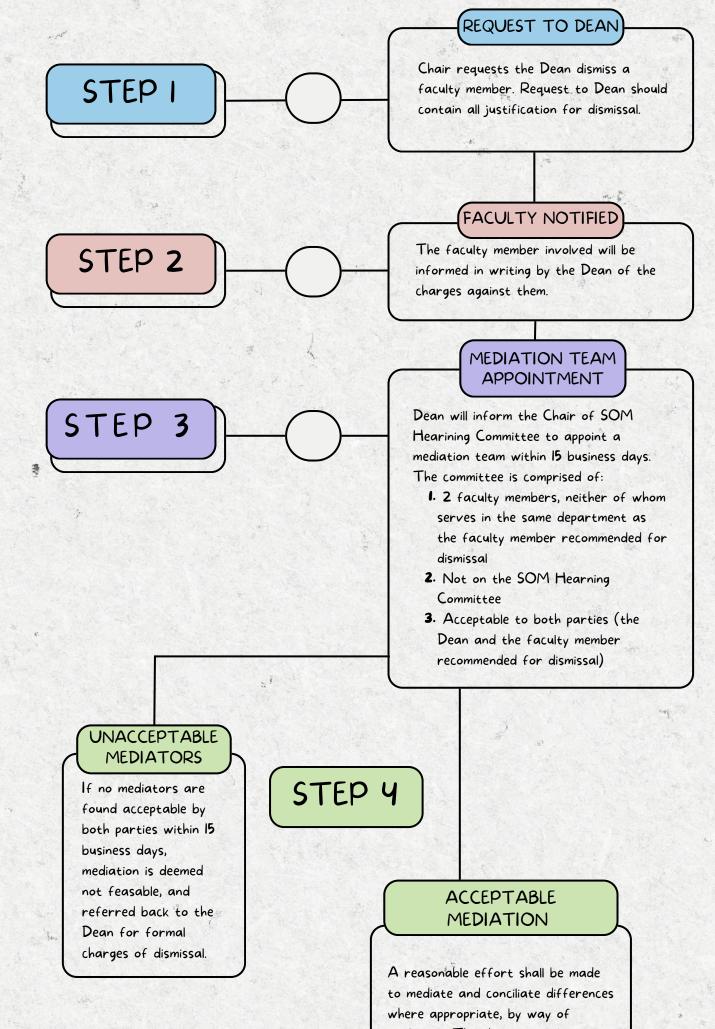
DISMISSAL OF FACULTY TENURED OR NON-TENURED

Dismissal will be for cause only (defined in 60.03, section 6, a 4 b).



mediation. The charges will be considered by the mediation team approved by both parties (the Dean ई affected faculty member) unless the faculty member resigns.

UNSUCCESSFUL MEDIATION

If conciliation is not achieved, the Dean shall determine whether formal charges should be issued to dismiss or terminate the affected faculty member for cause.

ISSUANCE OF CHARGES

The Dean formally notifies the affected faculty member of the formal dismissal or termination charges, and provides a notification of the right to an appeal hearing. Affected faculty member has no more than 15 business days to submit a request to the Dean and the Chair of the SOM Hearing Committee for a hearing before the SOM Hearing Committee.

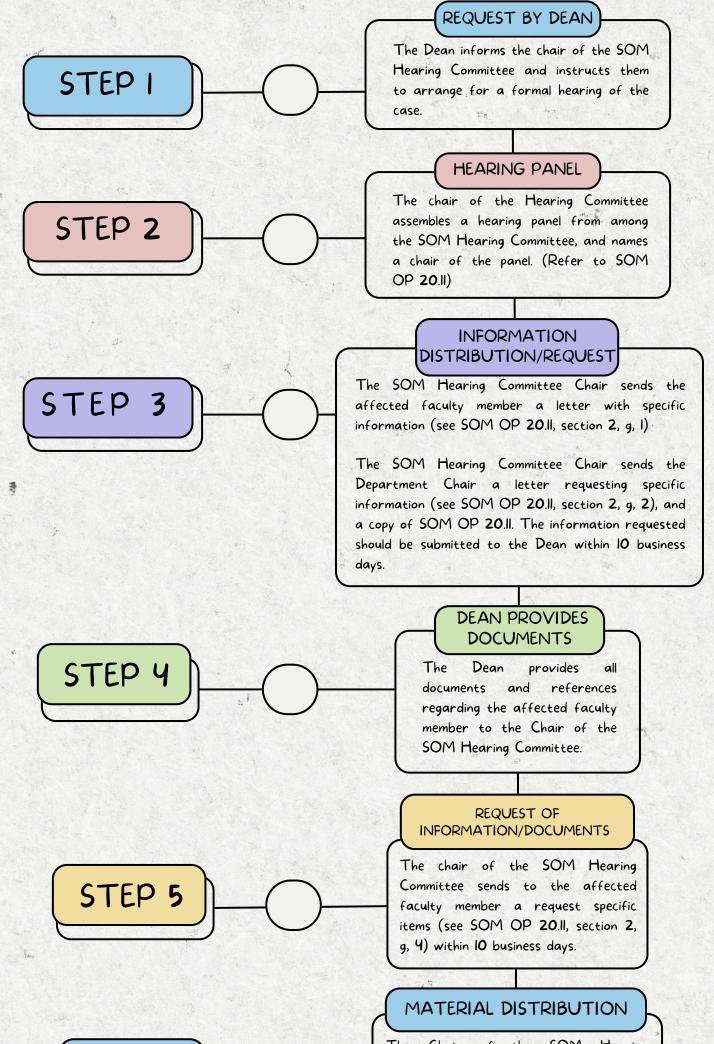
SUCCESSFUL MEDIATION

STEP 5

The mediation team attempts to reach a mutually acceptable solution between the Dean and the faculty member in a through, confidential, equitable and expedious manner.

Both parties (the mediators and the faculty member) sign a statement containing the agreed upon facts and actions, and forward this to the Office of Faculty Recruitment, Affairs & Development (OFRAD). The OFRAD will report the mediation recommendation to the President within 15 business days of the first day of mediation, and copies the Dean and the Chair of the Hearing Committee.

HEARING PROCEDURES FOR DISMISSAL



The Chair of the SOM Hearing Committee distributes all submitted materials to the members of the Hearing Panel, emphasizing the confidential nature of these materials.

HEARING

The Chair of the Hearing Panel shall arrange for the formal hearing to be held as soon as possible but no less than ten business days after receipt of all materials. For hearing procedures see SOM OP 20.11, section 2, h.

PANEL REPORT AND DEAN'S DECISION

The Hearing Panel shall make written findings on the facts on each charge. The Chair of the Hearing Panel will deliver the written findings, recommendations and suggestions to the SOM Dean within 7 business days of the hearing. The SOM Dean will review findings and within 7 business days will deliver his recommendations to the TTUHSC President.

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.

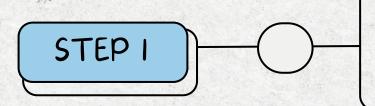
STEP 6

STEP 7

STEP 8

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



STEP 2

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STEP

STEP 4

STEP 6

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STEP 7

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CAUSES FOR APPEAL

- Considerations violative of academic freedom.
- · Legally impermissible reasons
- Significant noncompliance with TTUHSC's established standards or prescribed procedures

FACULTY MEMBER REPONSIBILITY

The appealing faculty member must submit in writing with specificity, allegations of improper non-reappointment and request a hearing within 15 business days of receipt of notice of non-reappointment. The request will be submitted to the dean, the department chair and the chair of the SOM Hearing committee.

SELECTION OF HEARING PANEL

The Dean notifies the Chair of the Hearing Committee in writing that an appeal concerning nonreappointment has been filed and encloses the letter requesting a hearing and the Dean's response. The Chair of Hearing Committee is responsible for assembling a hearing panel (no less than 5 members) from among the committee members and naming a chair of the panel. The panel members must be acceptable to the appealing faculty member and the department chair.

REQUEST FROM THE CHAIR OF HEARING COMMITTEE

The chair of the SOM Hearing Committee sends to the department chair a request of information containing specific items (see SOM OP 20.11, section 3, d, 1) within 10 business days.

REQUEST OF

STEP 5

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The chair of the SOM Hearing Committee sends to the appealing faculty member a request for specific items (see SOM OP 20.11, section 3 d, 2) within 10 business days. These items are submitted to the Dean and then the Dean will forward them to the Chair of the SOM Hearing Committee.

MATERIAL DISTRIBUTION TO DEPARTMENT CHAIR

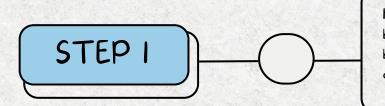
The Chair of the SOM Hearing Committee distributes all submitted materials from the appealing faculty member to the department chair and requests that within IO business days from date of receipt, the department chair submits documents to the Dean. (see SOM OP 20.11 3, d, 4) The Dean will distribute all materials received to the Chair of the Hearing Committee.

MATERIAL DISTRIBUTION TO APPEALING FACULTY MEMBER

The Chair of the Hearing Committee forwards material from the department chair to the appealing faculty member with the request that they submit to the Office of the Dean any additional material or list additional witnesses in rebuttal within **IO** business days.

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PROCEDURES FOR THE HEARING COMMITTEE

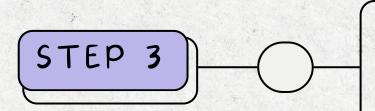


HEARING PROCEDURES

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.

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 2

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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 IO 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 IO business days. The President's decision is final.

