

ADJUDICATIVE PROCEEDINGS INVOLVING FACULTY

Hearings are conducted by a faculty committee empowered to act in a judicial capacity and to make known its findings and decisions, which may be appealed to the President.

- A. Cases where the burden of proof is on the University or the administrative party:
 - 1. Removal for cause or reduction in salary for cause;
 - 2. Censure or warn a faculty member for any alleged violation of rules or regulations of the University or for any alleged dereliction or misconduct;
 - 3. Appeals by a faculty member from a notice of removal for reasons of program elimination.
- B. Cases where the burden of proof is on the petitioning faculty member:
 - 4. Nonreappointment or discriminatory reduction in salary upon reappointment wherein the faculty member alleges that there has been a violation of provisions of the Faculty Code or unlawful discrimination;
 - 5. Cases other than those arising under 1, 2, 3, 4 where a faculty member alleges an injustice resulting from decisions, actions or inactions of any person(s) acting on behalf of the University in an administrative capacity and affecting the terms, conditions or course of employment of the faculty member by the University.

SUMMARY OF ADJUDICATION CASES FROM 1985 TO DATE

<u>Total Number of Cases</u>	35
Finding for faculty member	14
Finding for administration	15
Informally settled or retracted	4
Pending	2

<u>Total Number of Cases</u>	35
Adjudicated from A above	3
Adjudicated from B above	32

<u>Total Number of Cases</u>	35
Adjudicated under 1. above	2
Adjudicated under 2. above	0
Adjudicated under 2. and 5. above	1
Adjudicated under 3. above	0
Adjudicated under 4. above	3
Adjudicated under 4. and 5. above	1
Adjudicated under 5. above	26

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