From Committee on Committees

The structure of the Dismissal Hearings Committee Panel (3910 D-3) was revised (in 1999) to be in conformance with Regents policy. The membership structure, as practiced, of the committee has, apparently, not changed since that time. This motion seeks to make the appointments for this term, and forward, reflect the intended structure of the committee.

Proposed:

Faculty
Mark E. DeSantis, (2005)
Faculty
Faculty
Craig Lewis, (2006)
Faculty
Kenneth Locke, (2007)
Administrator
Alton C. Campbell (2005)
Faculty (Alt.)
Paul Desaulniers, (2007)
Faculty (Alt.)
Dennis Geist, (2005)
Faculty (Alt.)
Jeff Harkins, (2005)
Faculty (Alt.)
Simon Kattenhorn, (2005)
Faculty (Alt.)
Jerry Fischer, (2007)
Faculty (Alt.)
Todd Thorsteinson, (2006)
Administrator (Alt.)
[David Barber, (2005) – to be asked]
Administrator (Alt.)
Administrator (Alt.)
[Bruce Pitman, (2007) – to be asked]

Current:

Faculty Edward J. Bechinski, (2004) PSES/
Faculty Steven R. Chandler, (2004) English
Faculty Mark E. DeSantis, (2005) Bio.Sci./WAMI/
Faculty Sanford Eigenbrode, (2006) PSES/
Faculty Dennis Geist, (2005) Geological Sciences/
Faculty Jeff Harkins, (2005) Accounting/
Faculty Simon Kattenhorn, (2005) Geological Sciences/
Faculty Craig Lewis, (2006) Law/
Faculty Mary J. Pickard, (2004) Fam. Cons. Sci./
Faculty Sharon K. Stoll, (2004) HPERD/
Faculty Todd Jay Thorsteinson, (2006) Psychology/
Exempt Staff Nance Ceccarelli, (2005) ACIF/CALS/
Exempt Staff JoAnn Rattey, (2006) Chemical Engr./
Exempt Staff , (2004) Dean of Students/3179 5-6757
Exempt Staff Pat Sturko, (2004) HR/P 4332 5-3633 psturko@uidaho.edu
Exempt Staff , (2005)
Exempt Staff , (2004)
Exempt Staff , (2006)
Exempt Staff , (2005)
Administrator Alton C. Campbell, (2005) Natural Resources/1138  5-2397 altonc@uidaho.edu
Administrator John E. Hammel, (2005) Ag & Life Science/2331 5-6446 jhammel@uidaho.edu
Administrator John S. Morris, (2004) Business/3161 5-6820 jmorris@uidaho.edu
Administrator , (2006) PSES/2339 5-7543 djohnson@uidaho.edu
Administrator , (2004)
DISMISSAL AND DISCIPLINE OF FACULTY

PREAMBLE: This section outlines procedures for the dismissal of tenured faculty and of untenured faculty who are being dismissed before the end of their current term of appointment. It was a part of the 1979 Handbook, though in that document it included non-faculty exempt employees as well. It was thoroughly revised in July of 1989 to reflect changes in regents’ policy and divided into faculty and non-faculty exempt sections in July of 1996. The whole of the policy was substantially revised, and sections E and F rewritten, in July 1999 so as to conform the university’s policy with that of the Regents. Non-tenured faculty should also consult section 3900 “Non-Reappointment of Non-Tenured Faculty and Non-Faculty Exempt Staff.” Again, in compliance with Regents policy changes, this section was extensively revised in 2003. Further information may be obtained from the Provost’s Office (208-885-6448) or the Office of the Faculty Secretary (208-885-6151). [rev. 7-99, 7-03]

CONTENTS:

A. Regents’ Authority and Definition of Adequate Cause
B. Cause for Dismissal
C. Administrative Leave
D. UI Procedures Related to Dismissal
E. UI Procedures Related to Discipline Other Than Dismissal
F. Appeals to the Regents

[ skip to section D - 3 ]

D-3. Dismissal Hearing Committee. [renumbered 7-99]

a. If the faculty member requests a hearing to determine whether the termination is properly based on the grounds stated, one will be conducted by a Dismissal Hearing Committee (DHC) at a specified time and place. The faculty member must file a written request with the provost for a hearing within seven working days of receipt of the provost’s communication of particulars. If the faculty member has not requested a hearing, the statement of particulars constitutes the dismissal recommendation, which the provost may communicate to the president without further delay. [rev. and renumbered 7-99]

b. The DHC is composed of five employees, including four faculty members and one administrator at the departmental level or above appointed by the Committee on Committees. Six faculty members and three administrators are also appointed as alternates. The faculty member has the right to substitute up to two members appointed with two others from the alternate list. The provost also has the right to substitute two members appointed with two others from the alternate list. If as a result of substitutions and conflicts of interest there are an insufficient number of faculty members or administrators on the alternate list, the Committee on Committees will be asked to appoint more members to the alternate list as needed. Committee members are chosen on the basis of their objectivity and competence and the high regard in which they are held in the UI community. In appointing members of the DHC the Committee on Committees should attempt to reflect the diversity of the UI faculty. The term of membership on the Committee is two years, with initial terms staggered to form a rotation pattern. The committee elects its own chair. [rev. and renumbered 7-99]

c. The DHC proceeds by considering the provost’s recommendation and statement of grounds for dismissal already formulated, the evidence supplied to support the dismissal recommendation, and the employee’s response written before the time of the hearing. If any facts are in dispute, the testimony of witnesses and other evidence concerning the matter set forth in the letter of particulars to the faculty member becomes part of the hearing record. [rev. and renumbered 7-99]

d. The DHC determines the order of proof, conducts the questioning of witnesses, and, if necessary, secures the presentation of evidence important to the case. [rev. and renumbered 7-99]

e. The faculty member has the option of assistance by counsel; the faculty member, the provost, and their counsels have the right, within reasonable limits, to question all witnesses who testify orally. The faculty member has the opportunity to confront all adverse witnesses. All evidence is duly recorded. [rev. and renumbered 7-99]

f. If a question of timeliness arises during these procedures, the DHC will review the action of the delinquent party and determine whether the dismissal procedures will continue, as outlined above. [rev. and renumbered 7-99]

g. The DHC reaches its decision in conference within five working days of the formal hearing’s close, solely on the basis of the record of the hearing. It makes explicit findings with respect to each of the grounds for removal presented or remedial actions, and renders a reasoned opinion. The provost, the president and faculty member are notified of the decision in writing and given a copy of the record of the hearing; the college and department or division concerned are notified of the recommendation. [rev. and renumbered 7-99, 7-03]