

METROPOLITAN COMMUNITY COLLEGE

DISTRICT PROCEDURE

3.40040 DP

DISMISSAL OF FACULTY

3.40040 DP

I. Reasons for Dismissal

- A. The conduct provided in the corresponding Policy will be specifically detailed in a Statement of Charges provided to the faculty member by the dean.
- B. Such Charges will include the date, location, conduct, and other individuals involved. The purpose of this Statement of Charges is to provide the faculty member with such detail that will allow them to prepare a thorough defense.
- C. At the hearing before the committee, the faculty member shall have the right to be accompanied by an attorney or employee advisor, not a relative, for support, but who may not participate in the proceedings and the right to:
 - 1. call witnesses and cross-examine witnesses called by the administration;
 - 2. offer evidence;
 - 3. cross-examine witnesses;
 - 4. subpoena up to twenty (20) witnesses; and
 - 5. receive written Findings of Fact, Conclusions of Law, and Decision.
- D. All members selected for service on the hearing committee will be identified within five (5) business days of the request for hearing.

Approved: Chancellor
July 8, 1975

Editorial Corrections: July 10, 2006
Revised: July 14, 2011