

II-9.00(A)

INTERIM UNIVERSITY OF MARYLAND POLICY ON THE  
SUSPENSION OF TENURED AND TENURE TRACK FACULTY

(Approved by the President May 16, 2006)

1. The Provost may suspend a tenured or tenure-track appointee with or without pay for moral turpitude, professional or scholarly misconduct, incompetence, or willful neglect of duty, provided the charges be stated in writing, the appointee be furnished a copy thereof, and the appointee be given an opportunity prior to such suspension to request a hearing by an impartial hearing officer appointed by the Provost or by a three-member faculty board of review appointed by the Chair of the Campus Senate. With the consent of the Provost, the appointee may elect a hearing by the Provost rather than by a hearing officer or a faculty board of review. Upon notice of suspension, the appointee shall have ten (10) calendar days to request a hearing. Except by mutual agreement of the Provost and the appointee, the hearing shall be held no sooner than fifteen (15) calendar days nor later than thirty (30) calendar days after receipt of such a request. If a hearing officer or board is appointed, they shall make a recommendation to the Provost for action to be taken. The recommendation shall be based only on the evidence of record in the proceedings, although notice may be taken of University matters within the common knowledge and experience of the Campus faculty. If the Provost does not accept the recommendation of the hearing officer or board, the reasons shall be communicated promptly in writing to the appointee and the hearing officer or board. In the event the Provost elects to suspend the appointee, the appointee shall have ten (10) calendar days to appeal to the President. The President shall afford the appointee an opportunity to meet and offer oral argument before making a decision. The decision of the President shall be final.
2. Under exceptional circumstances involving a threat to the health, safety or welfare of the appointee or campus, the Provost may direct the appointee be relieved of some or all University duties, without loss of compensation and without prejudice, pending a final decision in the suspension proceedings.
3. The President of the University, in consultation with the Office of the Attorney General, shall establish procedures for the conduct of a hearing before a hearing officer or faculty board and for such other matters as may be required for the efficient administration of this policy. The procedures shall include the right of the appointee to elect to be represented by counsel of his or her choice throughout the suspension proceedings.