I. CALL TO ORDER – Mike Ruse

II. ROLL CALL – Susan Slavik

III. APPROVAL OF MINUTES – July 08, 2009

IV. PROVOST AND OTHER ADMINISTRATIVE REPORTS

Dr. Jennie Cassidy, Director of Counseling Services.
Michael Collins, Assistant Professor of Management, Marketing and Law

V. EXECUTIVE COMMITTEE REPORT

Administration Action number 51 being returned to Senate with stipulations.
Administration Action number 47 being returned to Senate.

VI. COMMITTEE REPORTS

**Phillip Whalen**, Associate Professor Honors Program Director to present: Proposed CCU Family and Elder Leave Policy and Family Friendly Charge.

Motion: The Faculty Senate of Coastal Carolina endorses the creation of a pilot program on modified duties as outlined on page 3 of this agenda.

**Mike Ruse**, Chair/Associate Professor and Chair of Philosophy & Religious Studies to present: Forfeiture of Tenure and Conduct Policies both from current manual.

VII. OLD BUSINESS

**Senators John Stamey, Kay Keels and Lisa Barboun** to present: Senate Resolution from Judicial Campus Board.
Kenneth Martin, Chair, Department of Theatre: Requirements for BFA program in Theatre

Motion: The Faculty Senate accepts the use of pre-admission requirements for acceptance to certain major programs prior to admission to the university where appropriate, and that acceptance to the BFA program in Theatre be limited to students who have auditioned, interviewed and subsequently been offered formal acceptance to the major by the departmental faculty effective spring 2011. Admission procedures for fall 2010 will be negotiated by the Department and the office of Academic Affairs.
VIII. NEW BUSINESS

Dr Miglena Ivanova, Co-Chair Academic Affairs Committee.

**College of Humanities and Fine Arts**

1. Request for a new undergraduate course. ARTS 102 Visual Arts and Culture (3) No prerequisites. Requested for Core Approval. Proposed Catalog Description: ARTS 102 Visual Arts and Culture (3). This is an introductory course in visual language and literacy. The course will include a brief history and overview of art and design and will also examine the cultural political and social aspects of art. **Justification:** The department seeks to offer an arts course for the core curriculum.

**College of Natural and Applied Sciences**

1. Request for a new undergraduate course. CHEM 443 Atmospheric Chemistry (3) Elective. Prereq: C or better in CHEM 112, or C or better in Math 160. Proposed Catalog Description: This course is designed to introduce students to the fundamental chemistry of the atmosphere. The emphasis of the first third of the semester will be laying a foundation of understanding the chemistry of the natural atmosphere. The second two thirds will focus on current issues. Indoor air pollution is also addressed. **Justification:** We currently have very few electives for Chemistry majors and minors. Three of our electives are environmental chemistry courses offered by Marine Science. This course also provides students with a choice that does not require a lab. Atmospheric Chemistry was offered in Spring 2008 and drew 3 chemistry majors and 2 biology majors. Although small, this enrollment was second only to Principles of biochemistry, which had 17 students, for all Chemistry electives offered that semester. Those students were predominately Biology majors, and the course has been discontinued. The other upper-level enrollments that semester were Biochemistry II – 4, Inorganic – 3, Instrumental Analysis 3, 3, and Physical Chemistry – 4. Although Advanced Organic was not offered, it routinely has only has only 2 to 3 students.

2. Request for Change in undergraduate course. MSCI 305 Marine Chemistry. Change prerequisite from C or better in MSCI 111, 112, MATH 161, and CHEM 112 to C or better in MSCI 111, 112, MATH 160, and CHEM 112. **Current Catalog Description:** (Writing Intensive) (Prereq: A grade of C or better in MSCI 111, 112, MATH 161 and CHEM 112/112L) (Coreq: MSCI 205L) An introduction to the Chemistry of seawater, marine organisms and sediments. The impact of humans on the biogeochemistry of the ocean is emphasized. Laboratories involve the collection and chemical analysis of seawater. Techniques for solving word problems are developed during recitation. Three lecture hours per week. **Proposed Description:** (Writing Intensive) (Prereq: A grade of C or better in MSCI 111, 112 MATH 160 and CHEM 112/112L) (Coreq: MSCI 305L) An introduction to the chemistry of seawater, marine organisms and sediments. The impact of humans on the biogeochemistry of the ocean is emphasized. Laboratories involve the collection and chemical analysis of sea water. Techniques of solving word problems are developed during recitation. **Justification:** The math pre-requisite for this
course is being changed from 161 to 160 due to changes in the MATH 160 content which now covers the necessary material.

IX. OTHER

X. ANNOUNCEMENTS

XI. GOOD OF THE ORDER

XII. ADJOURNMENT

Modified duties:

Provenance and Reasoning: Responding to the Faculty Senate’s charge that a FFFADC examine possible family and elder leave policies, the committee availed itself of research previously conducted by the Faculty Welfare and Development Committee and further examined leave policies at peer, regional and aspirant institutions to make recommendations outlined in Faculty Family and Elder Care Leave Policy Report. Subsequent discussions between the Committee Chair, the President, the Provost, and the Human Resources Department generated the understanding that Coastal Carolina University should undertake (pending Board of Trustees approval) a two-year “Full-Time Faculty Modified Duties Pilot Program.”

Recommendation for Senate Action: “Full-Time Faculty Modified Duties Pilot Program” Proposal:

1) The Full-Time Faculty Modified Duties Pilot Program creates a process wherein full-time faculty members may request the equivalent of one semester of modified duties in the case of the birth or adoption of a child or elder care.

Explanation of Modified Duties:
The faculty member on Modified Duties is released from onsite duties such as teaching, clinical field placement, and/or research or clinical laboratory duties for one semester or the equivalent of one semester distributed over two semesters. The modified duties semester may occur during the fall, spring or any other regularly scheduled and worked session/semester of a given academic year.

Modified duties should be defined in consultation with the unit head. The modified duties should be designed so as to provide sufficient time and flexibility for the faculty member to respond to his/her personal or family circumstances and to reasonably accomplish the modified duties. Modified duties assigned in lieu of onsite duties may include areas of research, scholarship, professional service, and the development of curriculum and/or course materials, accreditation and/or certification materials, departmental operation
manuals, communication materials, undergraduate or graduate student recruitment materials, among other projects.

Additionally, the faculty member’s departmental or administrative committee work and undergraduate advising duties should be modified to suit the needs of the individual and the academic unit. Faculty responsibilities for research, scholarship and professional service that do not require onsite activities remain unchanged.

2) The Full-Time Faculty Modified Duties Pilot Program will also allow full-time faculty members to request a one-year extension of their tenure progress (third year review), tenure and/or promotion, and post tenure review.

3) The Office of the Provost will keep and maintain the records of all Modified Duties applications and results.

4) The Faculty Welfare and Development Committee will work with the Administration to review the Full-Time Faculty Modified Duties Pilot Program in the fall of 2011 in order to assess the program and make a new recommendation concerning the future of family and elder care leave policies at Coastal Carolina University.

From Section V. faculty responsibilities pages 33-39

4. Code of Faculty Conduct and Academic Responsibility

Faculty members must maintain the highest standards of academic/creative honesty and professional ethics. Violations of these standards include, but are not limited to, assigning grades based on considerations other than the academic, creative, or performance criteria outlined in the course syllabus, claiming intellectual achievements which are not of one’s creation, misrepresenting the nature of publications or creative works by claiming that published or creative works are blind refereed or juried when they are not, claiming to serve as an officer or board member of a professional society or association when one is not, or including another’s intellectual/creative contributions in one’s works without assigning proper credit, knowingly falsifying or altering university records/documents. These and other such misrepresentations may be grounds for suspension without pay, other sanctions such as mandatory counseling, denial of tenure and/or promotion, loss of employment during the probationary period, and may also constitute grounds for the forfeiture of tenure (see section V. h. below).

It is inappropriate for a member of the faculty to begin a consensual (or otherwise) relationship of a sexual nature with a student enrolled in a class being taught by that faculty member or whose work is being supervised, evaluated, or otherwise impacted by the faculty member. In cases where a student involved in such a relationship must enroll in a course taught by the faculty member she/he is involved with, the faculty member must inform the Department Chair/Supervisor of the situation before the start of classes. If possible, the Chair/Supervisor will assign an anonymous grader to
evaluate the work of the student. If this is not possible the Chair will review all graded assignments of the student to eliminate any bias or perceived bias.

It is the responsibility of faculty to report any violation of the faculty code of conduct in accordance with the procedures outlined below.

Procedures: When a faculty member is alleged to have violated the code of conduct, the Chair/Supervisor should be informed of the violation and presented with evidence of the violation as soon as possible. If the violation includes discrimination, harassment or is of a sexual nature the EEO Officer must be informed by the Chair/Supervisor.

The Chair/Supervisor will then schedule a meeting with the faculty member and the Dean to discuss the issues involved. The Dean will inform, in writing, the faculty member, the Chair, and the Provost of her/his decision on a course of action including any disciplinary action that is to be taken.

If the Provost agrees that the course of action is appropriate, she/he will inform in writing the Dean who will then pursue that course of action. The faculty member may appeal the decision by informing the President that she/he wishes to appeal through the grievance procedures contained in this manual (see section IV. C. below). Such appeals will begin at the point where the grievance committee is convened to hear the appeal (step 3 part a).

5. Suspension Policy

Pursuant to South Carolina State Law, all faculty suspensions for misconduct or alleged misconduct will be without pay.

6. Code of Student Conduct and Academic Responsibility

Reporting Procedures: It is the responsibility of faculty to report infractions of an academic or non-academic nature in accordance with the procedures contained in the Code of Student Conduct and the Student Handbook of Coastal Carolina University. Academic infractions should be reported in writing to the Instructor of Record of the class, the Department Chair/equivalent, or to the College Dean. Reports of academic violations should be delivered within fourteen (14) calendar days of receiving knowledge of the potential violation, and must include the name of the accused student, the specific violation and the name(s) of any witness(es). When reported by the Instructor of Record of the class, copies of the written notification to the student should be sent to the Department Chair/equivalent (see procedures below). Non-academic infractions should be reported to the Office of Judicial Affairs. For the definition of academic and non-academic infractions, the procedures involved in reporting them, and the appeals process, refer to the Code of Student Conduct or the Student Handbook.

When the Instructor of Record is accusing a student of an academic infraction, these procedures are to be followed:
1. The student will be informed in writing of the infraction committed, all evidence thereof, and the penalty to be assessed. In the notification letter, students will be informed of their right to a conference with the instructor. At that conference the student can appeal two issues: that the infraction occurred, and/or that the penalty is too severe. A copy of the notification letter will be forwarded to the Department Chair/equivalent.

2. If the student requests a conference, it should be held as early as possible. If the student does not respond to the notification, the conference will be waived. The Instructor of Record will make a final determination and forward it in writing to the student and the Chair/equivalent. In that notification letter the student will be informed of the right to appeal the decision to the Chair/equivalent.

3. The Instructor of Record also has an obligation to participate in later appeals made by the student as outlined in the Code of Student Conduct and the Student Handbook. After the Student-Instructor of Record conference, academic infractions may be reported to the Associate Vice President for Student Affairs and Dean of Students only after consultation with and approval by the Chair/equivalent and the College Dean.

For other work related responsibilities, policies and procedures consult the index of this manual or contact the Office of Human Resources and Equal Opportunity.

From Committees page 23

Faculty Welfare and Development
Membership: Nine faculty (two elected from each College; one elected from the Library).

Purpose: The duties of this committee are to consider policy matters pertaining to salaries and other aspects of the personal welfare of the faculty; act as an initial agent of the faculty in matters of forfeiture of tenure; and review, propose and/or consider policy concerning matters of faculty conduct. In addition, this committee assists in all aspects of faculty development, scholarly research, and publication, or travel to professional meetings. Recommendations concerning scholarly reassignment leave applications and the awarding of faculty development grants are forwarded to the Provost. The committee will elect a Chair, Vice-chair and Secretary. The duties of the Chair are outlined in section III. F. 6. below. The Vice-chair will be responsible for processing the Professional Enhancement Grant applications and, in the case of absence, will act as Chair of the committee. The Secretary is responsible for compiling all committee meeting minutes.

Service on this committee may entail significant time commitments including meetings with short notice.
From Section VI. Tenure and Promotion

H. Forfeiture of Tenure

Tenure may be forfeited in two ways, only:

a. A faculty member may resign her/his tenure by informing the President of the University in writing, explicitly releasing the University of its obligation to continue the services of that faculty member with the rights associated with tenure.

b. The University reserves the right to terminate a tenured faculty appointment for cause by following the procedures outlined in this section.

The University understands and affirms that tenure is an acquired property right that cannot be taken away without due process of law. Accordingly, these procedures are established to satisfy insofar as possible the high standards of fundamental due process similar to those that are traditionally anticipated and required by the state and federal judiciary.

Faculty members facing forfeiture of tenure under this process are strongly advised to consult their own legal advisor(s) prior to commencement of the hearing procedures.

1. Adequate cause for termination will include one or more of the following:

   (i) endangerment of the welfare or unethical exploitation of students, employees, visitors, or volunteer workers of the University;
   (ii) conviction of a felony, or of a serious misdemeanor since the commencement of employment at the University, or the willful concealment of any conviction in making application for employment at the University;
   (iii) gross misconduct detrimental to the mission of the University;
   (iv) fraudulent misrepresentation of professional preparation, accomplishments, or experience in connection with initial hiring or in the submission of materials for publication or for professional presentations or for evaluation for promotion, tenure, post-tenure review or annual reviews.
   (v) habitual neglect of duty, including the failure to achieve a favorable rating one year after receiving an unfavorable rating in the post-tenure review process as outlined in Section V. G above;
   (vi) unauthorized leave or failure to resume duties after an authorized leave;
   (vii) failure to perform the duties required for the position due to mental or physical incapacity, even with accommodations;
   (viii) demonstrable bona fide reduction in staff; provided that such reduction is performed pursuant to Section IV. B. 10 of this Manual;
   (ix) curtailment or discontinuance of a Department or program;
2. Initial Notification: After the Provost is notified that a violation may have occurred, the faculty member has a right to a meeting with the Provost before termination procedures commence. The Provost will notify the faculty member that forfeiture of tenure is being considered by U. S. Postal certified mail and a meeting will take place within fourteen calendar days of receipt of notification. At any time during the process outlined below, the faculty member and the Provost may agree upon a sanction short of forfeiture of tenure. Any such agreement must be in writing and signed by the President. By agreeing to a lesser sanction the faculty member relinquishes the right to file a grievance appealing the terms of that agreement. Any such agreement ends the forfeiture of tenure process. If at any time throughout the process the faculty member no longer wishes to appeal, or fails to appeal the forfeiture of tenure within the allotted time limits, the faculty member will be presumed to have waived their right to appeal and the Provost will inform the President and the President will send a letter of termination via U. S. Postal certified mail. The letter of termination is final and binding. Failure of the University to meet the deadlines of notification or to adhere to the procedures below will end the forfeiture of tenure process and the faculty member will be reinstated to their pre-existing status.

3. Initial Meeting with the Provost: If the Provost and the faculty member are unable to reach a resolution, the Provost will inform the Faculty Welfare and Development Committee of the Faculty Senate of her/his desire to terminate a tenured member of the faculty within five (5) calendar days of the meeting with the faculty member. At that time, the Provost will give the Committee a statement of specific charges, together with the factual basis for each charge. If the Provost believes that the violation(s) is/are of such a nature that requires the faculty member be removed from campus, the faculty member will be placed on suspension without pay pending investigation and action by the Faculty Welfare and Development Committee. If a suspended faculty member is exonerated of the allegations, payment equivalent to lost wages and benefits will be returned to the faculty member. The function of the Committee is to determine whether the alleged behaviors, if true, would substantiate the charge(s), and, whether the alleged charge(s) are of such a serious nature to warrant termination. The discussions, records, and recommendations of the Committee remain confidential, except as otherwise required by law. The Committee will meet and come to a decision on its recommendations within seven (7) calendar days beginning with the day of receiving the Provost’s letter.

The Committee will inform in writing both the Provost and the faculty member of its recommendations and its reasons within three (3) calendar days of reaching the decision via U. S. Postal certified mail. Should the Provost then wish to pursue the termination process she/he will send a letter via U. S. Postal certified mail informing the faculty member of her/his intention to terminate employment within five (5) calendar days of receipt of the Faculty Welfare and Development Committee recommendation letter beginning on the date of receipt. Such letter will include a precise statement of specific charges. The letter will also inform the faculty member of the right to request a hearing before the University Promotion and Tenure Committee.
4. Faculty Request for Hearing: If the faculty member desires a hearing before the University Promotion and Tenure Committee, the Chair of the University Promotion and Tenure Committee and the Provost must be informed in writing within fourteen (14) calendar days of receipt of notification by the Provost of the proposed termination.

If the faculty member takes no action within fourteen (14) calendar days of receipt of notification by the Provost, then the faculty member will be presumed to have waived further process and the Provost, without recourse to further proceedings, will send a letter of termination via certified mail which is final and binding.

5. Hearing Procedures: Upon receipt of a written request for a hearing, the Chair of the University Promotion and Tenure Committee will schedule a hearing no sooner than twenty (20) calendar days and no later than thirty (30) calendar days from the date of receipt (in cases where that date falls on a weekend or holiday the first business day after the date will apply). All parties must be given written notice as to time, date, and place. All information pertaining to the case including the charges, evidence, claims of conflict of interest and/or bias, and the communications between the Chair and the parties involved will be revealed to the Chair of the Committee alone. Members of the Committee will be privy only to what is presented at the formal hearing proceedings. During those proceedings all parties will refrain from mentioning the pre-hearing interactions in the opening and closing statements as well as in the presentation of their respective cases. As triers of fact in a procedure insulated by State rules and regulations the members of the University Promotion and Tenure Committee are protected by possessing quasi judicial immunity in their role as committee members.

(a.) Committee Conflict of Interest Processes: At this stage, members of the Committee may recuse themselves for bias or conflicts of interest. Committee members who served on the Faculty Welfare and Development Committee during their deliberations will be ineligible to serve on the University Promotion and Tenure Committee for the hearing of the case. The Chair of the University Promotion and Tenure Committee will determine if the bias raised is significant enough to warrant ineligibility. As a basis for making such decisions, the Chair at all times will be mindful of the need for Committee members to avoid conflicts of interest or the appearances of conflict of interests

If the Chair cannot make such a determination, for any reason, or if the Chair wishes to recuse herself/himself for bias or conflict of interest, then the eligible members of the Committee will elect an Acting Chair to make such a determination. The alternate University Promotion and Tenure Committee member from that College/Library will replace any ineligible or recused member(s) for the duration of the proceedings (See section IV. E. 12. above). If the alternate also has an apparent bias or conflict of interest or is unavailable, another alternate will be appointed by the Dean in consultation with the Chair of Faculty Senate.

Once the Committee membership hearing the case is determined, a list of the membership and their respective alternates will be delivered to the faculty member and to the Provost or Provost’s designee. If either party believes that a member of the
Committee has a conflict of interest and/or a bias in the case, a written charge of conflict of interest and/or bias must be delivered to the Chair of the Committee and the other party within seven (7) calendar days beginning with the day after the list of committee membership was delivered. If said party believes that the respective alternate(s) also has/have a conflict of interest and/or bias, a written charge addressing that/those conflict(s) must also be delivered to the Chair of the Committee and the other party at the same time. The party making said charge will then have three (3) calendar days (beginning on the day of delivery of the written claim) to deliver a written evidence substantiating the charge(s) concerning all members being challenged to the Chair of the Committee and the other party.

In cases where a member of the Committee and the alternate are challenged, the Chair of the Committee will identify two additional alternates as per section a. paragraph 2 above. The names of those alternates will be disclosed to all parties no less than three (3) calendar days prior to the scheduling of the Pre-hearing Conference. If evidence is received according to the time table above, a Pre-hearing Conference will be scheduled. If no evidence is received according to the time table above, then the Hearing itself will take place as scheduled (as per section 5 paragraph 1 above).

(b) Pre-hearing Conference: The Chair of the Committee will then hold the conference with the faculty member, Provost or Provost’s designee, and their respective Advisor(s)/Counsel to resolve matters concerning the potential ineligibility of the committee member(s) in question. If the Chair of the Committee determines that a member of the Committee is ineligible, then the alternate will be seated. If the alternate is found to be ineligible as well, then the Chair will hear evidence of conflict of interest or bias for the alternate(s) at that time. One of the three alternates or the original committee member will be seated. At the conclusion of the conference the Hearing will take place as scheduled (see section 5 paragraph 1 above).

(c) Hearing Process Requirements: The procedures below delimit the nature and scope of the inquiry as an official university process. The committee hearing is not a formal court of law and therefore the rules of evidence and rights to make motions will be those and only those stipulated below. The Committee will not be bound by the strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available.

(i) The faculty member will be permitted to have an advisor and/or counsel of choice present during the proceedings.
(ii) No less than ten (10) calendar days prior to the Hearing, each party will deliver a written list of witnesses and evidence to the other. The faculty member will be afforded the opportunity to obtain necessary witnesses, cross examine witnesses and present relevant documentary or other evidence. The Provost will cooperate with the Committee in securing witnesses and making available documentary and other evidence.
(iii) The faculty member, any advisor or counsel, and the Provost or her/his designee will have the right to question all witnesses (such questioning will be limited to relevant issues). The Chair of the Committee controls the manner and duration of questioning and testimony. Where the witnesses cannot or will not appear but the Committee determines that the interests of justice require admission of a statement, the Committee will identify the witnesses, disclose sworn statements, and, if possible, provide for interrogatories under oath.

(iv) Members of the Committee have the right to ask questions during the presentation of the case phases of the hearing with the permission of the Chair. Opening and closing statements will proceed without interruption.

(v) The Committee may grant continuances to enable either party to investigate evidence as to which a valid claim of surprise is made. A claim of surprise is the only motion that must be considered by the Committee Chair.

(vi) All hearing information may be exempt under the provisions of the Freedom of Information Act.

(vii) The burden of proof that adequate cause exists rests with the University and will be satisfied only upon a showing, taking account as a whole, of clear and convincing evidence in the record which is a less stringent standard than the beyond a reasonable doubt standard applied in criminal cases. If the faculty member had means, motive and opportunity, the alleged behavior/events did occur, and it is unlikely that another person is guilty of the behavior or brought about the events, then the standard of clear and convincing evidence has been met.

(viii) The findings of fact and the decision of the Committee will be based solely on the hearing record.

(ix) A verbatim audio recording of the hearing or hearings will be taken by electronic means. Upon completion of the hearing, a copy will be delivered to the faculty member without cost within fourteen (14) calendar days.

(d) Hearing Protocol: The hearing agenda will be as follows.

(i) Opening Statement by the Chair of the Committee (5 minutes maximum)*
(ii) Opening Statement by the Plaintiff’s Representative (10 minutes maximum)*
(iii) Opening statement by the Defendant or Counsel (10 minutes maximum)*
(iv) Presentation of the case by the Plaintiff’s Representative
(v) Presentation of the case by the Defendant of Counsel
(vi) Closing Statement by the Plaintiff’s Representative (10 minutes maximum)*
(vii) Closing by the Defendant or Counsel (10 minutes maximum)*

* The Chair of the Committee may extend time if necessary as long as equal time is given to each party.

6. Committee Decision and Recommendations:

If the Committee concludes that adequate cause for termination has been established, it will so inform the faculty member, the Provost, and the President in writing. The notification letter will contain supporting reasons.
If the Committee concludes that a sanction less severe that termination would be more appropriate, it will inform the faculty member, the Provost, and the President in writing. The notification letter will contain supporting reasons and a recommendation as to the type of sanction that is appropriate.

If the Committee concludes that adequate cause for termination has not been established, it will inform the faculty member, the Provost, and the President in writing. The notification will include supporting reasons.

7. President’s decision: Within fourteen (14) calendar days of receipt of the Committee's recommendation, the President will inform the faculty member and the Committee in writing of her/his final decision. The notification will address the committee recommendation and contain supporting reasons for the decision of the President. The President will make her/his decision based on the committee recommendations, the Provost’s recommendation, the audio recording and any other relevant information.

8. Appeal: The President will inform the faculty member of the right to appeal an adverse decision to the Academic Affairs Committee of the Board of Trustees. The written intention to appeal must be delivered within fourteen (14) calendar days of receipt of notification by the President. The appeal letter will be delivered via U. S. Postal certified mail to the Chair the Academic Affairs Committee of the Board of Trustees.; Coastal Carolina university

If the faculty member takes no action within fourteen (14) calendar days of receipt of notification by the President, the faculty member will be presumed to have waived their right to appeal and the President will send a letter of termination via U. S. Postal certified mail. That letter is final and binding.

9. Academic and Student Affairs Committee Decision: The Academic Affairs Committee of the Board of Trustees will review the entire record and any allegation of law, procedural or factual error. The Committee may at its option conduct any further fact finding they deem appropriate. The decision by the Academic Affairs Committee is final. If the Committee’s decision is to support the decision of the President, the President will then send formal notification of termination to the Faculty member.