

The University Senate of Michigan Technological University

PROPOSAL 10-95

RECOMMENDATION ON DISCIPLINARY/DISCHARGE POLICY

Michigan Technological University, as a community of faculty, staff, and students, is dedicated to creating a rewarding and challenging educational environment. To be successful in this commitment, employment practices should be consistent with regard to employment security. Michigan Technological University must set a good example by treating both students and employees fairly and providing due process. Employee morale is positively affected by a sense of fairness on the part of the employer. The courts likewise uphold the concept of due process in cases of dismissal except for financial exigency. Therefore, our University contract with employees should convey our philosophy of fairness.

We therefore recommend that the University convey to non-union, non-tenurable employees the same sense of fairness provided to its other employees by indicating that MTU is a reasonable cause employer. In addition, we support the recommendations from the Disciplinary/Discharge Policy Committee in a memo dated June 8, 1994, from Patty Kyllonen, Chair, to Provost Dobney (attached).

Adopted by Senate: December 14, 1994