

The University Senate of Michigan Technological University

PROPOSAL 4-97

RECOMMENDATION TO CHANGE ADMINISTRATIVE PROCEDURES

It is recommended that the MTU Administration adopt the philosophy of just cause and provide due process in instances of job security and direct the Human Resources Department to delete the words, "with or without cause, and with or without notice, at any time" from its job application form for non-tenured employees. It is further recommended that a designee or designees from the Human Resources Department be directed to work with an Ad Hoc Senate committee to formulate appropriate procedures to guarantee in writing that the right to a fair and thorough hearing will be afforded non-tenured workers to the same degree that it is available to the University's faculty and union represented employees in cases where job security may be in jeopardy.

Adopted by Senate: April 30, 1997