

## SOUTHERN CONNECTICUT STATE UNIVERSITY

### The Termination Hearing Committee

A. The Termination Hearing Committee is hereby established under 16.3.6 of the Collective Bargaining Agreement between Connecticut State University American Association of University Professors and Board of Regents for the State University, August 2016 - August 2021, hereafter referred to as the Collective Bargaining Agreement.

B. The Termination Hearing Committee shall consist of five members.

There shall be three alternate members. Alternates shall take the place of voting members when a voting member is disqualified, resigns, or is ill for a prolonged period of time. Alternates shall be eligible to become voting members in the order in which their terms expire.

#### C. **Eligibility**

1. The person must have been a full-time faculty member at Southern Connecticut State University for at least three years prior to becoming a member of the Committee.
2. The person shall have tenure.
3. The person may not simultaneously serve on the Mediation Committee.

#### D. **Nominations**

Any eligible person wishing to run for the Committee must, after a call for nominations is issued, obtain an official nomination form from the Secretary of the Faculty Senate, complete the form, and return it as directed.

#### E. **Elections**

Elections shall be conducted by the Elections Committee of the Faculty Senate.

#### F. **Terms of Office**

1. The term of office shall be two years, commencing on September 1 and ending August 31.
2. Three members of the committee and one alternate shall be elected in one year and two members and two alternates shall be elected in alternate years. Vacant terms may be filled at the time of regular elections or by holding special elections.

**G. Procedures**

1. The committee shall follow the provisions stated in the appropriate section of the current Collective Bargaining Agreement.
2. Members shall disqualify themselves if they or a member of their family is the person making an appeal to the Termination Hearing Committee.

**H. Amendments**

This document may be amended by a two-thirds vote of the Faculty Senate with the concurrence of the President of the University.

**I. Implementation**

This document shall take effect upon approval by a two-thirds vote of the Faculty Senate with the concurrence of the President of the University.

**J. Interpretation**

This section may not be invoked with respect to the interpretation of any item of the Collective Bargaining Agreement. If an issue develops concerning interpretation of this document whether initiated by the Senate, a faculty member, or any member of the administration, a binding decision on such an issue shall be made:

1. by agreement between the President of the University and a majority of the Executive Committee of the Faculty Senate or failing to obtain agreement on an issue by this method,
2. by a committee consisting of one member selected by the Senate Executive Committee, one selected by the President of the University, and one selected by the first two committee members, who, by a two-thirds vote shall decide such an issue.