Recommendation to Revise UWM Policies & Procedures Chapter 5.25: Fair Hearing

FINAL version

5.25 Fair Hearing

The faculty member addresses a written request for a hearing to the chairperson of the Dismissal Hearing Committee. A fair hearing includes:

(1) Service of notice of hearing with a specific charge in writing at least twenty (20) working days prior to the hearing.

(2) A right to the names of witnesses and of access to documentary evidence upon the basis on which dismissal is sought. Adjournments shall be granted to enable either party to investigate evidence as to which a valid claim of surprise is made.

(3) A right to be heard in his/her own defense by all bodies passing judgment.

(4) A right to counsel or other representative and to offer witnesses.

(5) A right to confront and cross-examine witnesses against a faculty member.

(6) A verbatim record of all hearings, which might be a sound recording, provided at no cost.

(7) A finding of just cause based on clear preponderance of the evidence.

(8) Findings of fact and a decision based on the hearing record.

(9) The admissibility of evidence is governed by Wis. Stats. 227.45. The burden of proof of the existence of just cause for dismissal is on the administration.
Recommendation to Revise *UWM Policies & Procedures* Chapter 5.25: Fair Hearing

**TRACKED version**

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6. A *stenographic verbatim* record of all hearings, *which might be a sound recording, provided and transcripts thereof*, at no cost to the faculty member.

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