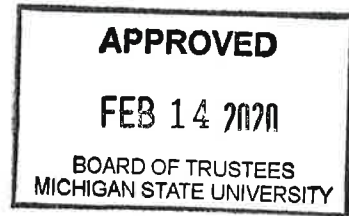


**MICHIGAN STATE  
UNIVERSITY**



February 14, 2020

**MEMORANDUM**

**To:** Committee on Academic Affairs

**From:** Samuel L. Stanley, Jr., M.D.  
President

**Subject:** Dismissal of Tenured Faculty for Cause

**RECOMMENDATION**

The Trustee Committee on Academic Affairs recommends that the Board of Trustees accepts the recommendation of the University Committee on Faculty Tenure Hearing Committee to dismiss Professor X for cause, pursuant to Board Policy 03-17-09.

**RESOLUTION**

BE IT RESOLVED, that the Board of Trustees of Michigan State University hereby accepts the recommendation of the University Committee on Faculty Tenure Hearing Committee to dismiss Professor X for cause, pursuant to Board Policy 03-17-09, effective immediately.

**BACKGROUND**

On November 14, 2018, formal charges were initiated against Professor X, a tenured faculty member in the College of Natural Science, pursuant to Policy 03-17-09 (Discipline and Dismissal of Tenured Faculty for Cause). Hearings were conducted August 16-26 and the University Committee on Faculty Tenure Hearing Committee reported its findings and recommendations on October 23, 2019. The Hearing Committee unanimously recommended that Professor X be dismissed. Neither party appealed those findings, rendering the Report of the Hearing Committee final. Pursuant to Section VII.B.3.C.4 of the Policy, the parties then had the opportunity to submit written comments regarding the Report. Neither party chose to do so.

In accordance with Section VII.B.3.D. of the Policy, the Preliminary Response from the President was issued on December 23, 2019, concurring with the findings and recommendations of the Hearing Committee. The parties then had the opportunity to submit written comments to the Preliminary Response, pursuant to Section VII.B.3.E of the Policy. Professor X and the Hearing Committee both submitted written comments. The Final Report from the President was subsequently issued on January 22, 2020 recommending dismissal for cause.



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As required by Sections VII.B.3.G and H of the Policy, the record of the case was sent to the Board of Trustees and notice was provided to Professor X that the Board would take action on the matter at their February meeting.

Note that, pursuant to Section I of the Policy, all proceedings and records with regard to disciplinary action or dismissal for cause proceedings shall be kept confidential to the degree permitted by law, and the Board will decide on a case by case basis whether action taken by the Board pursuant to the dismissal portion of the Policy will identify the affected faculty member by name. In this case, the Board has opted not to identify the affected faculty member by name, therefore they are referred to throughout anonymously as "Professor X."

cc: Board of Trustees, T. Sullivan, K. Wilbur, N. Barr, B. Quinn, M. Zeig,  
T. Curry, K. Yermak, P. Duxbury