

TO: Dr. Jammie Price
Professor, Department of Sociology

FROM: Kenneth E. Peacock *KEP*
Chancellor

RE: Grievance of Dr. Jammie Price

DATE: November 21, 2012

This is my notice to you of my intent to reject the Faculty Grievance Hearing Committee's recommendation to set aside the professional development plan required by Provost Gonzalez. I find the Committee's recommendation on that matter inconsistent with the record evidence and with the Committee's findings as to your "serious lapse in judgment" (FGHC report, p. 21) and exercise of "extremely poor judgment." (FGHC report, p. 23)

The Committee also applied the wrong standards for determination of whether Provost Gonzalez' requirement of a professional development plan violated your academic freedom, as defined in university policies. I found no persuasive evidence in the record to indicate how the professional development plan will "unreasonably restrict your academic endeavors." (*The Code*, section 600).

The FGHC recommended "that, henceforth, no faculty member should be placed on involuntary administrative leave except as provided for in *Faculty Handbook* 4.10, unless the *Faculty Handbook* is otherwise revised." I respectfully decline adoption of that recommendation. In order to comply with numerous legal obligations, administrators must have discretion to place an employee on leave with pay to facilitate investigation of complaints. I concur with the FGHC minority's view that administrators have "inherent authority to place employees on administrative leave with pay in fulfillment of institutional management responsibilities." (FGHC report, pp. 15-16).

Pursuant to section 3.9.3.12 of the August 2, 2011 edition of the *Faculty Handbook*, I will defer final action in this matter until I receive your written response to this memorandum. If I do not receive your response by December 17, 2012, I will proceed with issuance of my final decision.

KEP/kr

Copy to: Dr. Hugh Hindman
Chair, Faculty Grievance Hearing Committee