

(2) IF THE CLASSIFIED EMPLOYEE FAILS TO APPEAL WITHIN THE TIME AND IN THE MANNER REQUIRED, THE REMOVAL IS FINAL.

(E) (1) IF A CLASSIFIED EMPLOYEE APPEALS THE CHARGES FOR REMOVAL, THE PRESIDENT SHALL HOLD A HEARING TO DETERMINE WHETHER THERE IS CAUSE FOR REMOVAL.

(2) THE HEARING SHALL BE HELD WITHIN 90 DAYS AFTER THE CHARGES FOR REMOVAL ARE SUBMITTED TO THE PRESIDENT.

(F) (1) THE PRESIDENT SHALL MAKE FINDINGS AND ISSUE A PROPOSED WRITTEN DECISION FOR APPROVAL BY THE SECRETARY OF PERSONNEL ON A CHARGE FOR REMOVAL WITHIN 45 DAYS AFTER THE LATER OF:

(I) THE CONCLUSION OF THE HEARING; OR

(II) THE DAY WHEN ALL BRIEFS OR MEMORANDA HAVE BEEN SUBMITTED.

(2) THE ~~PRESIDENT~~ SECRETARY OF PERSONNEL SHALL PROVIDE A COPY OF THE FINDINGS AND DECISION TO EACH PARTY.

(3) THE DECISION OF THE ~~PRESIDENT~~ SECRETARY OF PERSONNEL IS FINAL.

(G) THE UNIVERSITY IMMEDIATELY SHALL ENFORCE A FINAL DECISION ISSUED UNDER THIS SECTION.

14-1A-06.

(A) (1) A VICE PRESIDENT OR PROGRAM DIRECTOR MAY SUSPEND A CLASSIFIED EMPLOYEE WITHOUT PAY PENDING DISPOSITION OF A CHARGE FOR REMOVAL.

(2) THE VICE PRESIDENT OR PROGRAM DIRECTOR SHALL NOTIFY THE CLASSIFIED EMPLOYEE IN WRITING OF THE SUSPENSION AND THE REASONS FOR IT.

(B) WITHIN 5 WORKDAYS AFTER RECEIVING A NOTICE OF SUSPENSION UNDER THIS SECTION, A CLASSIFIED EMPLOYEE MAY REQUEST IN WRITING THAT THE PRESIDENT CONDUCT A PRELIMINARY HEARING TO DETERMINE WHETHER THE EMPLOYEE MAY CONTINUE TO WORK WITH PAY PENDING DISPOSITION OF THE CHARGE.

(C) THE PRESIDENT SHALL HOLD THE PRELIMINARY HEARING WITHIN 5 WORKDAYS AFTER THE PRESIDENT RECEIVES THE REQUEST.

(D) (1) A PRELIMINARY HEARING UNDER THIS SUBTITLE IS IN ADDITION TO THE HEARING ON THE MERITS REQUIRED BY § 14-1A-05 OF THIS SUBTITLE.

(2) THE PRELIMINARY HEARING IS LIMITED TO THE FOLLOWING ISSUES: