

(I) WHETHER SUSPENSION WITHOUT PAY IS NECESSARY TO PROTECT THE INTERESTS OF THE UNIVERSITY OR OF THE CLASSIFIED EMPLOYEE PENDING FINAL DISPOSITION OF THE CHARGE; AND

(II) WHETHER OTHER EMPLOYMENT AND STATUS ALTERNATIVES FOR THE CLASSIFIED EMPLOYEE SHOULD BE CONSIDERED:

(E) AT THE PRELIMINARY HEARING, THE CLASSIFIED EMPLOYEE MAY:

(1) REBUT THE REASONS GIVEN FOR THE SUSPENSION;

(2) ASSERT MITIGATING CIRCUMSTANCES; AND

(3) OFFER ALTERNATIVES TO THE SUSPENSION, INCLUDING:

(I) A RETURN TO THE EMPLOYEE'S POSITION WITH PAY;

(II) A TRANSFER TO ANOTHER POSITION WITH PAY; OR

(III) A SUSPENSION WITH PAY.

(F) (1) WITHIN 5 WORKDAYS AFTER THE PRELIMINARY HEARING, THE PRESIDENT SHALL ISSUE A PROPOSED DECISION IN WRITING FOR APPROVAL BY THE SECRETARY OF PERSONNEL.

(2) THE DECISION IS CONCLUSIVE ONLY AS TO THE ISSUE OF THE SUSPENSION.

14-1A-07.

(A) THIS SECTION DOES NOT APPLY TO A SUSPENSION PENDING THE DISPOSITION OF A CHARGE FOR REMOVAL OF A CLASSIFIED EMPLOYEE.

(B) (1) A VICE PRESIDENT OR PROGRAM DIRECTOR MAY SUSPEND A CLASSIFIED EMPLOYEE FOR DISCIPLINARY PURPOSES.

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

(3) A SUSPENSION FOR DISCIPLINARY PURPOSES UNDER THIS SECTION SHALL BE WITHOUT PAY.

(C) (1) A SUSPENSION FOR DISCIPLINARY PURPOSES:

(I) SHALL BE SERVED ON CONSECUTIVE DAYS; AND

(II) SHALL BEGIN WITHIN 2 DAYS FROM THE CLOSE OF THE CLASSIFIED EMPLOYEE'S NEXT SHIFT AFTER:

1. THE ALLEGED INFRACTION OCCURRED; OR

2. THE VICE PRESIDENT OR PROGRAM DIRECTOR LEARNED OF THE ALLEGED INFRACTION.