





committee should make explicit findings with respect to each of the grounds of removal presented and should recommend whether or not, in its judgment, there is good cause for dismissal. The committee's recommendation should be conveyed in writing to the President and to the faculty member.

Except for such brief announcements as may be required covering the time of the hearing and related matters, public statements about the case by either the faculty member or administrative officers should be avoided as far as possible until the proceedings have been completed. Announcements of a final decision should include the statement of the Hearing Committee's original action, if this has not previously been known. The hearing shall be closed unless the affected faculty member requests that it be open.

If the President proposes termination of the faculty member's appointment, the full report of the Hearing Committee, along with the President's recommendation, shall be delivered to the Chair of the Board of Trustees for recommendation and transmittal to the Board of Trustees. If the recommendation of the President for termination conflicts with the recommendation of the Hearing Committee, the Board of