**Currently the handbook addresses interim suspension of Faculty in III.F (ALLEGATIONS OF VIOLATIONS OF POLICY).**

i. Interim Suspension or Reassignment Pending a decision based upon the informal and/or formal investigation, if the Provost determines that immediate or likely harm to the faculty member, other members of the College community, or the educational function of the College is threatened by continuance, the Provost may suspend the accused faculty member(s) with pay, or, in lieu of suspension, assign the faculty member(s) to other duties. Before so suspending a faculty member, the Provost will consult with the Faculty Assembly Executive Committee concerning the propriety, length, and other conditions of the suspension (the faculty member may waive the right to have the Executive Committee consulted and accept the suspension, but the waiver must be in writing). A suspension cannot continue indefinitely; should the suspension or reassignment continue beyond 120 days, the Provost shall justify the cause of the delay to the Executive Committee (in the unlikely event that the suspension or reassignment continues beyond 240 days, the Provost must so justify the delay to the Executive Committee at each subsequent 120 day interval).

**We propose expanding upon this in a separate section of the Handbook (Section J; see below).**

**NOTE: The current III.J (Interpretation and Amendment of the Faculty Handbook) will become III.K**

III. J Interim Suspension or Reassignment of Faculty

1. **Provost’s Authority to Suspend, Reassign, and/or Limit Access**. If the Provost determines that a faculty member poses a likely threat of harm to one or more members of the university community and the likely conduct posing such a threat would violate university policy, the Provost may suspend the faculty member from some or all of the faculty member’s duties at the College, assign the faculty member to other faculty duties, or limit the person’s access to University facilities, information systems, or activities. The Provost may include as part of such a suspension, reassignment, and/or access limit any conditions he or she deems reasonably necessary to protect other members of the College community from threatened harm. Any such action taken pursuant to this paragraph shall be subject to the provisions of III.J.2 & 3. Any such suspension, reassignment or limitation of access shall be with full pay and benefits.
2. **Notification of Faculty Member and Right of Response**. Any suspension, reassignment, or access limit imposed pursuant to III.J.1 will typically constitute an interim measure pending an investigation pursuant to Section III.F of this Handbook. Whatever the context of the suspension, reassignment and/or access limit, the Provost shall, unless there are exigent circumstances, contact the faculty member in advance and: (a) notify him or her of the proposed action, (b) inform him or her of the reasons for the action (c) inform him or her of the right to waive consultation with the Faculty Assembly Executive Committee (*see* III.J.3), and (d) provide the faculty member with an opportunity to respond. If exigent circumstances prevent the Provost from contacting the faculty member in advance of suspending, reassigning, or limiting a faculty member’s access, the Provost shall notify the faculty remember and provide an opportunity for response as soon as reasonably practical.
3. **Executive Committee Consultation**. Except when the Provost determines that the threat of harm authorizing action under III.J.1 is imminent, he or she shall consult with the Faculty Assembly Executive Committee before suspending, reassigning or limiting the access of a faculty member, concerning the propriety, length and conditions of these interim measures, unless the faculty member has waived the right to consultation. Any such waiver must be in writing. If there is no such waiver and the Provost does not consult with the Executive Committee before ordering such a suspension, reassignment, or access limit, he or she shall consult with the Executive Committee as soon as reasonably practical after ordering such a measure. Such interim measures cannot continue indefinitely. If the Provost believes that the suspension, reassignment, access limitations and any accompanying conditions should continue beyond 120 days, the Provost must consult the Executive Committee regarding the propriety, length and conditions of the continuing suspension, reassignment or access limits before each 60 day extension until the matter is resolved.
4. **Suspension, Reassignment, and Access Limitations Subject to Grievance Procedures.** A faculty member may seek review pursuant to Section III.G (“Grievances”) of any suspension, reassignment or access limitation imposed pursuant Section III.J.