

NOTICE OF RIGHTS OF TENURED FACULTY MEMBER SUBJECT TO TERMINATION

Oklahoma Christian University's *Academic Policy Manual §7.14* describes the method and procedures for terminating the employment of a tenured faculty member. A copy of this portion of the Academic Policy Manual is attached for your convenience. What follows is merely a synopsis of the notice and hearing rights available to you.

1. The University must provide notice of its intention to terminate a tenured professor. (§7.14.B.)
2. The Vice President for Academic Affairs must present you with the reasons for its proposal. (§7.14.C)
3. You have the right to have the University's proposal reviewed by the Rank and Tenure Committee. This is a right that you must initiate on your own behalf. (§7.14.B)
4. You have the right to speak for yourself at any hearing that occurs related to the University's proposal to terminate your employment. (§7.14.D)
5. You have the right to have a person of your choosing accompany you to any of these hearings. This could include an attorney. However, an attorney is not allowed to speak during any such hearing. (§7.14.F)
6. If, after hearings, the University determines to terminate your employment, the President will notify you in writing of the reasons for his or her decision. (§7.14.F)
7. You may appeal the President's decision to the Academic Affairs Committee of the Board of Trustees. (§7.14.G)

By signing below, Michael J. O'Keefe acknowledges receipt of the notice of rights of a tenured faculty member subject to termination. Such signature does not acknowledge any wrongdoing.

[Redacted Signature]

Date: 2/19/15

Michael J. O'Keefe

CERTIFICATE OF DELIVERY

I, Stephen R. Eck, OBA #22131, Vice President and General Counsel of Oklahoma Christian University, affirm that the above Notice of Rights of Tenured Faculty Subject to Termination was presented to Michael J. O'Keefe, in my presence. I further affirm that a true and correct copy thereof was mailed by certified mail to Mr. O'Keefe's personal residence, on this 12th day of February, 2015.



Stephen R. Eck
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