

Daojo Hicks [inaudible] Tenure is permanent.

Faculty 4 It's a special category on campus.

Daojo Hicks [1:03:46] On campus. It's not authorized in Federal law. So, what you have to understand is that tenure gives you, otherwise in the State of Utah, everyone knows this, in the State of Utah every employee is at-will. You cannot unionize, because it's against the law. So, with that, is that you have a right to continued employment, with that right of continued employment, the tenure process is that you still have to abide by University policy, policies, and the law. (sneeze) Bless you. So, that's what you have to understand. And whenever the University is going to bring action against you, all tenure does is provide you with the right of due process. Now, me? If I violate the law and policy, the President can say thank you, goodbye.

The President, if I walk into the President's office and he says I can't stand yellow ties today, goodbye. I do not have a right to due process.

The only way that I can grieve anything is if the President discriminated against me if he says well I do not like people of color, you need to leave, or just, you know anything based on me being . . . or anything that's a protected . . . other than that, I have no rights to grieve anything and I'm out the door.