



December 13, 2021

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

California State University, Chico

Home Address:

[REDACTED]
[REDACTED]

Re: **NOTICE OF DECISION REGARDING DISCIPLINARY ACTION: 5 Day Unpaid
Suspension**

Dear [REDACTED]:

This letter constitutes my final decision regarding the Notice of Pending Disciplinary Action dated November 29, 2021. I have reviewed all the appropriate material, including the *Skelly* Report from Stephen Cummins, the *Skelly* Reviewing Officer, a copy of which is attached for your reference.

Final Decision

Based upon the applicable Education Code sections and aligned with the review process outlined in the Notice of Pending Disciplinary Action dated November 29, 2021, my decision regarding the Pending Disciplinary Action is as follows:

I will abide by the University's original decision to suspend you for five (5) days from your position as Faculty in the [REDACTED] at California State University, Chico.

Your five (5) day suspension is effective January 19, 2022 and will take place beginning January 19, 2022 through January 25, 2022.

You may exercise either of the appeal options listed in the November 29, 2021 Notice of Pending Disciplinary Action. The appeal options are also set forth below.

(a) Within ten (10) days of your receipt of this Decision, you or your representative may file a written notice of appeal with me indicating your intent to request a hearing of this matter by the State Personnel Board as provided in Section 89539 of the Education Code. Such notice must be accompanied by a detailed statement of the disputed facts and defenses to the allegation(s) of misconduct. If your representative is other than the

California Faculty Association, your written notice of appeal must be accompanied by a written authorization of representation and signed by you. A request for a hearing by the State Personnel Board must also be filed by you with the State Personnel Board within thirty (30) days of receipt by you of this Decision.

(b) Within ten (10) days of your receipt of this Decision, you or your representative may file a written notice of appeal with me indicating your intent to request a hearing of this matter by a Faculty Hearing Committee selected from the Faculty Review Panel (FRP), following the procedures set forth in the CFA/CSU Statutory Hearing Manual. Such notice must be accompanied by a detailed statement of the disputed facts and defenses to the allegation(s) of misconduct. If your representative is other than the California Faculty Association, your written notice of appeal must be accompanied by a written authorization of representation and signed by you. A request for a hearing by the FRP must also be filed with the FRP within ten (10) days of your receipt of this Decision.

Your choice of one of the disciplinary action appeal options described above shall constitute a final and binding decision by you. Your failure to satisfy any of the filing deadlines for appeal specified above shall constitute a waiver of your right of appeal and your disciplinary sanction will be final.

Sincerely,

A handwritten signature in black ink, appearing to read "Gayle E. Hutchinson". The signature is fluid and cursive, with the first name "Gayle" being more prominent.

Gayle Hutchinson,
President

cc: Personnel Action File

Debra S. Larson, Provost (via email)

Brian Oppy, AVP Academic Personnel (via email)

Dean Patricia Stock (via email)

Attachment (*Skelly* Report)