

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Employee Appeal  
**Date:** October 20, 2004

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**Recommended Actions:**

1. Deny the request of the employee for a personal appearance before the Board related to the employee's appeal of a final institutional decision; and
  2. Accept the decision of the institution as the Board's response to the employee's appeal.
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**Executive Summary:**

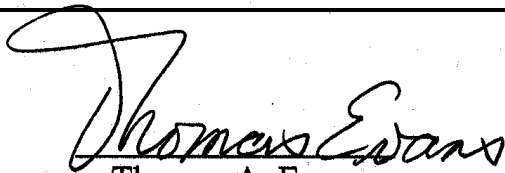
**Confidential Exhibit** The Board has in its Exhibit Book a confidential memorandum and exhibit pertaining to this personnel matter.

**Personal appearance requested** The employee has orally requested to address the Board on this matter. The Board Office believes all matters to be considered by the Board in this appeal are on the record and a personal appearance is not necessary.

**Due process and substantive obligations met** The institution has conducted a thorough review of the matter being appealed. The Board Office has reviewed the procedural due process and substantive issues in the matter and believes the institution has met its obligations to the employee.

**Final agency action may be reviewed by court** If the Board adopts the recommended action, this will represent final agency action. The employee may then pursue judicial review as permitted by law.

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Thomas A. Evans

Approved:   
Gregory S. Nichols