

July 9, 2014

Suzanne A. Sisley, MD
7702 E Davenport Dr.
Scottsdale, AZ 85260

Dear Dr. Sisley,

We are writing to follow-up on your conversation from last Thursday, July 3, with Cathy Nicholson in Human Resources, and on your request to review the reasons underlying the decision to nonrenew your appointments. As Ms. Nicholson made you aware when you spoke with her, units are not required to provide specific reasons for their nonrenewal decisions. Under University policy, the University is required to give 90-days' notice of nonrenewal, and to provide salary for the 90 days following the notice, which allows both the employee and the employer to plan for transition.

Even though the University generally does not provide reasons for these decisions, we certainly appreciate that you may feel frustrated with the University's process, and therefore are providing you with the following details regarding these decisions.

As we believe you are aware, the Telemedicine Program has made a strategic decision to focus on rural health profession outreach and education. This change in direction contributed to the decision to discontinue your role in the program after September 29, 2014.

We discovered when reviewing your appointments that your courtesy (Associate) faculty title (Clinical Assistant Professor in the College of Medicine – Phoenix, Department of Psychiatry), was approved in 2007 by Dean Flynn. There was a brief period during which you held a paid clinical lecturer title, but in November 2008, your volunteer Associate title was reinstated. As a faculty Associate, your title carried no salary, was offered in connection with your work in the Telemedicine program, and could be terminated at any time without notice. Because your position in Telemedicine will terminate in September, a courtesy faculty title no longer would be appropriate. Even though the University was not required to issue a nonrenewal notice regarding your faculty title or to give you an opportunity to appeal that decision, it elected to do so at the same time it notified you that your other appointments in the COM would be nonrenewed.

Lastly, your part-time role as Coordinator, Special Projects for the College of Medicine – Phoenix, has been dependent on the availability of external funding. This position has been funded by an interagency service contract with the Arizona Department of Health Services. The majority of the contract deliverables were to be completed by February 15, 2014, and the University expects the completion of this contract by mid-September. With its completion, your participation in this program no longer would be supported.

Suzanne A. Sisley, MD

July 9, 2014

Page | 2

Our offices remain available to assist you in your transition from University employment through your last day with the University, September 29, 2014.

Sincerely,

A handwritten signature in blue ink that reads "Joe G.N. Garcia MD". The signature is written in a cursive style.

Joe G.N. "Skip" Garcia, MD
Senior Vice President for Health Sciences
Interim Dean, College of Medicine – Tucson

A handwritten signature in black ink that reads "Stuart D. Flynn". The signature is written in a cursive style.

Stuart D. Flynn, MD
Professor and Dean
College of Medicine – Phoenix