

# 1\_Senator Tagavi Amendments



## Governing Regulation XX

Responsible Office: Office of the President and  
Office of the Provost

Date Effective:

Supersedes Regulation    Version:    New    Governing

## Faculty Disciplinary Policy and Procedures (DRAFT)

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Hyper Links to be inserted later

### I. Introduction

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The University provides and sustains an environment conducive to academic achievement in all its forms. Maintenance of this environment requires that faculty pursue their academic activities in accordance with appropriate standards of scholarly activity. The faculty's privileges and protections of tenure rest on the mutually supportive relationships among the faculty's professional competence, its academic freedom, and the central functions of the university in granting degrees and furthering creative accomplishments. These relationships are also the source of the professional responsibilities of faculty. It is a responsibility of the university to maintain conditions and rights supportive of the faculty's pursuit of these central functions.

University faculty members, like all University employees, must obey the rules, standards, and procedures that arise under federal and state constitutions, statutes, and regulations, University Governing and Administrative Regulations, the University Senate Rules, and other regulatory jurisdictions (GR II.A). For purposes of this document, we define "misconduct" as a failure to obey the laws and regulations described in the preceding sentence.

As is consistent with the principles set forth in the professional standard of academic freedom as defined by the American Association of University Professors and the Association of American Colleges and Universities, academic freedom does not excuse a faculty member from complying with the rules, standards and procedures that arise under federal and state laws, statutes, and regulations, University Governing and Administrative Regulations, the University Senate Rules, and other regulatory jurisdictions (GR II.A), as described in paragraph 2 above.

### II. Scope

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This regulation is applicable to all faculty members in the University community ranging from entry-level faculty ranks to the President of the University of Kentucky. For purposes of this regulation, a "faculty member" means an individual holding the rank of professor, associate professor, assistant professor, instructor, senior lecturer, lecturer, and any other rank with responsibilities comparable to the aforementioned ranks. This definition applies to faculty regardless of title series appointments, their distribution-of-effort agreements, any administrative appointments in addition to faculty academic appointments, standing as tenured or untenured, visiting or permanent, temporary, emeritus or active, and full-time or part-time status. The definition of university faculty in this regulation is broader than the definition of faculty in other regulations and in HR Policy 4.0.

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This regulation does not apply to faculty performance review or expectations for scholarly activity for purposes of appointment, reappointment, promotion, granting of ~~and~~ tenure, merit evaluation or determination of merit raises. Faculty performance review and expectations for scholarly activity are covered in other Administrative Regulations (AR), as well as regulations that describe for each title series the expected activities and criteria for promotion and tenure.

To the extent that university administrators, including the President of the university, hold appointments as faculty members, faculty administrators are subject to this regulation with respect to activities related to their faculty appointment.

This regulation is separate and distinct from independent proceedings involving the enforcement of clinical rights and clinical responsibilities that arise under the Joint Commission mandated UK HealthCare Medical Staff By-laws, the federally mandated University's research misconduct policy, or the federally mandated Title IX Sexual Assault procedures. Faculty members who are subject to disciplinary proceedings under those procedures may be subjected to additional disciplinary proceedings under this regulation.

This regulation also does not describe the proceedings for the revocation of tenure or for the termination of academic appointments of faculty members who do not have tenure.

The procedures established by this regulation do not supersede Governing Regulations or Administrative Regulations that specifically permit appeal to, or appearances before, the Board or a Board Committee.

## III. Entities Affected

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This regulation will apply to all faculty members as defined in this regulation.

## IV. Procedures

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The following procedures govern the handling of misconduct by a faculty member.

For purposes of computing deadlines under these procedures, if the deadline falls on a Sunday, Monday, university-recognized holiday or day when the University's Office of the President is closed, the deadline is automatically extended to the next day when the University's Office of the President is open.

For purposes of this regulation, "written notification" means notification by formal written letter and notification by electronic message.

### A. Allegations

Any person may make a complaint against a faculty member by making allegations to the chair of a faculty member's department, the Dean of the faculty member's college, or an appropriate university official. Additionally, routine university operations, such as audits or compliance reviews, may result in allegations against a faculty member.

Allegations against a faculty member by a member of the University community that are made other than in good faith, may rise to the level of harassment and bring the Complainant under scrutiny as delineated in these regulations.

In the event of either allegations reported initially to a chair and subsequently to a Dean or allegations reported directly to a Dean, the Dean must inform the General Counsel. In consultation with the General Counsel, the Dean will determine (1) whether an investigation should be conducted, and (2) if so, the appropriate university office(s) to conduct an investigation. The context of the allegation will

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dictate the time at which the accused faculty member is informed of the allegation. For purposes of this regulation, a dean may designate an appropriate associate dean and the General Counsel may designate an associate counsel or non-university counsel retained by the General Counsel to handle the allegation.

Allegations brought forward and adjudicated under this regulation cannot be reopened without substantive new evidence, as determined by the General Counsel, but no later than 30 days after the new evidence is discovered by university officials. [TK1] [ 10 ]

[Numbers in brackets are the order the amendments will be presented.]

## B. University Investigation

Depending on the nature of the allegation, the appropriate university office(s) (e.g., Institutional Equity and Equal Opportunity, Internal Audit, UK HealthCare Corporate Compliance, UK Police, UK Athletics Compliance, Office of Legal Counsel, etc.) will conduct the investigation. The report will include findings of fact, ~~a conclusion as to whether misconduct occurred, and, if misconduct did occur, a nonbinding recommendation regarding disciplinary action (i.e., sanctions).~~ [TK2] [ 12 ] The Office(s) conducting the investigation will submit the investigation report to the General Counsel. The General Counsel will transmit the report to the Dean of the faculty member's college. If an investigation finds nothing to support an allegation, the General Counsel will transmit these findings to the Dean, the Complainant (if known), and the accused faculty member.

## C. Notification and Mediation

1. If the report indicates misconduct has occurred, the Dean will provide written notification to the faculty member as soon as feasible and preferably within two (2) days. The Dean will provide the faculty member with a copy of the report. The faculty member may submit a written response to the Dean and General Counsel within seven (7) days of notification by the Dean. The Dean may extend this response period by an additional fourteen (14) days on oral or written request by the faculty member.
2. The Dean will schedule a meeting with the faculty member and the faculty member's chair, which will be held within twenty-one (21) days of the Dean's notification to the faculty member. The purpose of the meeting is for the Dean, the chair and the faculty member to attempt to reach an agreement as to whether misconduct occurred and, if so, an appropriate sanction. In cases where the faculty member elects to have personal legal counsel at the meeting(s) with the Dean and chair, an attorney from the Office of Legal Counsel must also be present. It is to be hoped that the majority of cases will be resolved at this stage through mediation.
3. Sanctions will not take effect until a final determination of guilt is made and all appeals exhausted (see G9 below). Sanctions will not exceed a level that is reasonably commensurate with the seriousness of the misconduct and neither should they be of a nature or duration as to prevent the faculty member from performing duties expected of or assigned to them. [ 1 ] Sanctions are defined, for the purposes of this entire document, as the following:

- Verbal reprimand
- Written censure
- Restitution to the University for actual monetary damage suffered by the University through misuse or unauthorized use of University property
- Loss of specific privileges including, but not limited to, loss of access to University Pro-Card or travel funds
- Removal from supervisory role and loss of title associated with that role
- Removal from named or endowed chair or professorship

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- Reduction in salary for a specified period of time, if greater than 10%, the sanction be approved by the board of trustees. [2]
- Demotion in rank, but only if promotion was based on a fraudulent dossier
- Suspension with ~~or without~~ [without pay is basically covered in reduction in salary above] [TK3] [3] pay for a specified period of time
- Relocation and/or loss of space currently occupied by and/or assigned to the faculty member
- Denial or curtailment of emeritus status, if applicable
- Recommending to the President and Board of Trustees that the faculty member in question be dismissed from the employ of the University

Suspension is defined, for the purposes of this entire document, as the temporary withdrawal or cessation from specific duties or employment as distinguished from permanent severance accomplished by removal.

4. If the issue is resolved during the meeting/mediation, the Dean will notify the General Counsel. The General Counsel must approve any proposed agreement before its implementation however the General Counsel's disapproval shall be explained in writing and be based on misapplication of law or rules and not based on an opinion on lack of severity of the sanctions. [8]
5. If the Dean and faculty member fail to reach an agreement during the meeting as to whether misconduct occurred, the matter is referred to a Faculty Inquiry Panel. The Dean will notify the General Counsel that no agreement was reached on whether or not misconduct occurred. The General Counsel will then initiate the process leading to the selection of a Faculty Inquiry Panel by contacting the Chair of the University Senate Council.
6. If the Dean and the faculty member agree that misconduct occurred, but they disagree on the appropriate sanction or sanctions, the issue will be referred to the Provost, who will decide an appropriate sanction or sanctions within seven (7) days. As described below, the faculty member may appeal the Provost's decision to the President.

## D. Selection of the Faculty Disciplinary Panel Pool

1. After seeking nominations from the University Senate, the University Senate Council will provide the President with the names of at least thirty-six (36) faculty members eligible to serve in the Faculty Disciplinary Panel Pool with staggered three-year terms; members may be reappointed. Efforts will be made by the University Senate Council to ensure that the Faculty Disciplinary Panel Pool includes [1] at least one tenured faculty member from each college and [2] at least one untenured faculty member from each of the Clinical and Research Title Series at the rank of professor or associate professor.
2. The President appoints twenty-five (25) members of the Faculty Disciplinary Panel Pool from nominations submitted by the University Senate Council. The appointed faculty will serve on either a Faculty Inquiry Panel or a Faculty Hearing Panel but not both for the same case.

## E. Faculty Inquiry Panel

1. The Faculty Inquiry Panel is a ~~three~~ five-person panel comprised of ~~(1) one~~ three (3) [to be true to its name, this panel should have a majority faculty member. Also if this is good for deans – see below – it should be good for faculty members.] [4-1] tenured faculty member selected at random by a uniform random number generator from the Faculty Disciplinary Hearing Panel Pool; the Vice-President for Human Resources or a designee; and an associate provost selected by the Provost. The rationale for the panel member from Human Resources is to ensure a balance in evaluating cases involving faculty *versus* those involving staff, and the rationale for the associate provost is to ensure a balance in evaluating cases across colleges. The General Counsel will

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201 notify the University Senate Council Chair that there is a need for a Faculty Inquiry Panel and the  
202 Chair of the University Senate Council will select a faculty member at random from the Faculty  
203 Disciplinary Hearing Panel Pool using a uniform random number generator. Precautions will be  
204 taken against real or apparent conflicts of interest on the part of potential members of the Faculty  
205 Inquiry Panel. Such conflicts of interest may include: administrative dependency, close personal  
206 relationships, collaborative relationships, financial interest, or scientific or scholarly bias. The  
207 panel members will be expected to state in writing that they have no conflicts of interest.  
208

- 209 2. The Faculty Inquiry Panel is responsible for determining whether there is probable cause to  
210 believe misconduct has occurred. The Faculty Inquiry Panel is limited to a review of the initial  
211 investigation report and the faculty member's written response, if any. The Faculty Inquiry Panel  
212 may interview the faculty member, the chair and the Dean, but the Faculty Inquiry Panel may not  
213 conduct a further investigation. The Faculty Inquiry Panel may consider new findings of fact that  
214 were not considered in the original investigation and that are provided by the General Counsel or  
215 the faculty member. [9]  
216
- 217 3. If the allegation involves a chair or dean, the Faculty Inquiry Panel will be expanded to include  
218 three (3) tenured faculty members, who hold appointments in colleges other than that of the chair  
219 or dean and who will be selected at random by a uniform random number generator from the  
220 Faculty Disciplinary Hearing Panel Pool; the Vice-President for Human Resources or a designee;  
221 and an associate provost selected by the Provost.  
222
- 223 4. If the allegation involves a faculty employee holding an administration position above the level of  
224 either a dean or an administratively equivalent position, the procedures to be used for convening  
225 a Faculty Inquiry Panel will be determined by the President in consultation with Senate Council.  
226
- 227 5. If the allegations involve the President, the procedures will be determined by the Board of  
228 Trustees in consultation with the Senate Council.  
229
- 230 6. If the Faculty Inquiry Panel, by a majority vote, finds there is probable cause to believe  
231 misconduct has occurred, the case is referred to a Faculty Hearing Panel. The Faculty Inquiry  
232 Panel will send notification *via* electronic mail of this finding to the Dean, the Complainant (if  
233 known), the faculty member, and the General Counsel.  
234
- 235 7. If the Faculty Inquiry Panel, by a majority vote, does not find that there is no probable cause to  
236 believe misconduct has occurred, the case is dismissed. [6-1] The Faculty Inquiry Panel will  
237 send Notification of this finding to the Dean, the Complainant (if known), the faculty member, and  
238 the General Counsel.  
239

## 240 F. Faculty Hearing Panel

- 241 1. The Faculty Hearing Panel is comprised of five (5) faculty members, who are selected at random  
242 by the Senate Council Chair and Vice Chair and/or SREC Chair from the Faculty Disciplinary  
243 Panel Pool using a uniform random number generator. The Senate Council Chair will consult with  
244 the Chair of the Department of Statistics on the selection of this uniform random number  
245 generator. Faculty members who occupy a position of administrative supervision over faculty  
246 personnel (*i.e.*, individuals with greater than or equal to 50% administrative effort or individuals  
247 with an administrative assignment at the level of chair or above) are ineligible to serve in the  
248 Faculty Disciplinary Panel Pool. A person who served on the Faculty Inquiry Panel may not serve  
249 on the Faculty Hearing Panel in the same case. Any member of the Faculty Hearing Panel who  
250 has personal involvement or prior factual knowledge of the case (*i.e.*, knowing something  
251 pertinent to the case before it occurs publicly) will recuse himself or herself. If a Faculty Hearing  
252 Panel member chooses recusal, then a new member will be chosen at random from the Pool by  
253 the Senate Council Chair using a uniform random number generator. Precautions will be taken  
254 against real or apparent conflicts of interest on the part of potential members of the Faculty  
255

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Hearing Panel. Such conflicts of interest may include: administrative dependency, close personal relationships, collaborative relationships, financial interest, or scientific or scholarly bias. The panel members will be expected to state in writing that they have no conflicts of interest.

2. The General Counsel, upon receipt of a report from the Faculty Inquiry Panel that there is probable cause to believe misconduct has occurred, will notify the Senate Council Chair that a Faculty Hearing Panel is needed.
3. The Chair of the University Senate Council will select members of the panel at random from the Faculty Disciplinary Panel Pool using a uniform random number generator. The Senate Council Chair will contact faculty members to serve on the Faculty Hearing Panel within seven (7) days of receiving notification from the General Counsel. The Chair of the University Senate Council will inform potential members of the Faculty Hearing Panel that the case involves a named faculty member in a particular college.
4. Once a Faculty Hearing Panel is selected, the Dean and faculty member may each exclude one member from the Panel. If either the Dean or faculty member excludes a Panel member, then the Senate Council Chair will select a new member or members at random from the Faculty Disciplinary Panel Pool using a uniform random number generator. When such exclusions occur, the seven-day period for appointing the Faculty Hearing Panel will be extended by an additional seven (7) days.
5. The Faculty Hearing Panel will conduct the hearing within thirty (30) days of receiving the referral unless the Provost extends the time period in extraordinary circumstances. The Dean, through a representative of the Office of Legal Counsel, will present the case against the faculty member. The accused faculty member, either alone or with the assistance of at most two (2) additional persons, such as an attorney and a representative chosen by the accused faculty member, may present a defense. The parties may call witnesses, cross-examine the other party's witnesses, and present other evidence; however, as this is an administrative hearing, formal rules of evidence and procedure do not apply. The Faculty Hearing Panel may admit any evidence of more probative than prejudicial value in determining the issues involved. However, all exculpatory evidence discovered by university officials must be included in the report. [7]
6. The burden of proof standard is clear and convincing evidence. The burden of demonstrating that misconduct occurred is on the representative of the Office of Legal Counsel, and the accused faculty member is presumed to be innocent.
7. After the hearing, the Faculty Hearing Panel will consider the evidence presented at the hearing, and the majority will issue written findings of fact and conclusions of law (*i.e.*, conclusion regarding misconduct) within seven (7) days of the conclusion of the hearing. If a member of the Faculty Hearing Panel dissents with the majority decision, that member may submit a written explanation of his/her dissension. The Faculty Hearing Panel will send the written findings, including dissents, and decision to the Provost, the Dean, the accused faculty member, and the General Counsel.
8. If the Faculty Hearing Panel finds the accused faculty member guilty of misconduct, the Panel will recommend nonbinding sanctions to the Provost. The faculty member may appeal the finding of guilt.
9. If the Faculty Hearing Panel finds that the accused faculty member is not guilty of misconduct, the case is closed unless the dean submits a written appeal of the innocent decision based on substantive errors in the faculty hearing panel process or errors in interpretation of fact or law .
10. If the allegation involves the Provost, the President will assume the role of the Provost in these proceeding.

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- 311  
312 11. If the allegation involves the President, the Board of Trustees assumes the role of the Provost in  
313 these proceedings.

314 G. Appeals

315  
316 This section covers appeals arising out of the decision and nonbinding recommendations from the  
317 Faculty Hearing Panel and the sanctions recommended by the Provost. The procedures  
318 established by this regulation do not supersede Governing Regulations or Administrative  
319 Regulations that specifically permit appeal to, or appearances before, the Board or a Board  
320 Committee.  
321

- 322
- 323 1. If the faculty member or Dean does not file a written appeal within seven (7) days of receipt of the  
324 Faculty Hearing Panel's written decision, the decision of the Faculty Hearing Panel as to guilt or  
325 innocence shall be final. The complainant, if known, shall be informed of the decision by General  
326 Counsel, to the extent required by law.  
327
  - 328 2. The Faculty Disciplinary Appeals Panel shall hear all appeals. The panel consists of ~~the an~~  
329 Associate Provost for Faculty Advancement | [TK4] [11-1], the ~~Chair of the Senate Council an~~  
330 elected Senate Council member chosen by the Senate Council, [5] and the Academic Ombud. In  
331 the event the Associate Provost is unable to serve, the President Provost shall appoint a  
332 replacement. In the event that the Academic Ombud or the ~~Chair member~~ of the Senate Council  
333 is unable to serve, the Senate Council shall appoint replacement(s). Precautions will be taken  
334 against real or apparent conflicts of interest on the part of potential members of the Faculty  
335 Disciplinary Appeals Panel. Such conflicts of interest may include: administrative dependency,  
336 close personal relationships, collaborative relationships, financial interest, or scientific or scholarly  
337 bias. The panel members will be expected to state in writing that they have no conflicts of interest.  
338
  - 339 3. The faculty member and the dean will be provided with copies of the written appeal and given an  
340 opportunity to respond in writing.  
341
  - 342 4. The deliberations of the Faculty Disciplinary Appeals Panel are limited to review of the specific  
343 issues raised by the accused faculty member appellant (IV.F.8, F9). In determining whether the  
344 factual findings are clearly erroneous, the Faculty Disciplinary Appeals Panel will determine  
345 whether substantial evidence (i.e. evidence a reasonable person would accept as adequate to  
346 support the conclusion) supports the factual findings.  
347
  - 348 5. When a party appeals to the Faculty Disciplinary Appeals Panel, the party must submit a written  
349 brief detailing the basis for the appeal and providing supporting evidence attesting to the validity  
350 of the appeal. The party that prevailed at the Faculty Hearing Panel will be provided with a copy  
351 of this brief and may submit a written response brief within seven (7) days.  
352
  - 353 6. The Faculty Disciplinary Appeals Panel will render a final decision- within seven (7) days of the  
354 submission of briefs. If the Appeals Panel's decision is in agreement with the Hearing Panel, the  
355 appellant and the appellee are notified of the Panel's decision and the reasons for the decision.  
356 If the decision of the Faculty Disciplinary Appeals Panel is not in agreement with the decision of  
357 the Faculty Hearing Panel, the Faculty Disciplinary Appeals Panel must also send a written  
358 justification for the reversal to the Faculty Hearing Panel, the University Senate Council, and the  
359 Executive Committee of the Board of Trustees.  
360
  - 361 7. If the Faculty Disciplinary Appeals Panel determines the faculty member is innocent, the matter is  
362 closed.  
363
  - 364 8. If the Faculty Disciplinary Appeals panel determines the faculty member is guilty, the Provost  
365 shall impose sanctions. In determining sanctions, the Provost is guided, but not bound, by the

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366 Faculty Hearing Panel's recommendation, if any, concerning sanctions (If the Faculty Hearing  
367 Panel found the faculty member to be innocent, but the decision was reversed on appeal, there  
368 will be no Faculty Hearing Panel recommendation). [TK5] The Provost will send notification of the  
369 sanctions decision to the Dean, the University faculty member, the General Counsel, and the  
370 Complainant, if known.]

- 371
- 372 9. Within seven (7) days of receipt of the Provost's decision regarding a sanction or sanctions, the  
373 accused faculty member may appeal the Provost's decision regarding any sanction to the  
374 President. On an appeal of a particular sanction, the President will consider whether the  
375 determination is reasonable in light of sanctions imposed on similarly situated staff members and  
376 similarly situated faculty in other colleges. The President will render a final decision regarding a  
377 sanction or sanctions within seven (7) days.
- 378
- 379 10. The sanction or sanctions will not take effect until the time to appeal the sanction or sanctions has  
380 expired or the President has rendered his decision.
- 381
- 382 11. The complainant, if known, shall be informed of the decision by General Counsel to the extent  
383 required by law.
- 384
- 385 12. Confidentiality of the record is guaranteed in accordance with Governing Regulations XVI Section  
386 B. 1  
387

## 388 V. Retaliation

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389 Retaliation is prohibited. Retaliation occurs when an adverse action is taken against a covered individual  
390 because he or she engaged in a protected activity including but not limited to reporting discrimination or  
391 participating in an investigation of a discrimination report. (See AR 6.1)  
392

## 393 VI. Administrative Leave With Pay during the Process

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394 At any time during the process beginning with receipt of an allegation, the Provost, after consultation with  
395 and on the advice of the General Counsel, may initiate immediate, involuntary administrative leave with  
396 pay. The Provost may impose additional conditions as part of the administrative leave with pay.  
397

- 398 1. The Provost will impose involuntary administrative leave with pay only if the Provost determines  
399 that there is a risk that the accused faculty member's continued assignment to regular duties or  
400 presence on campus may cause harm to others in the University community, impede the  
401 investigation, or create a risk of continuing misconduct.  
402
- 403 2. Involuntary administrative leave with pay for more than thirty (30) days requires approval of the  
404 Board of Trustees.  
405
- 406 3. The accused faculty member may appeal the imposition of involuntary administrative leave with  
407 pay to the Senate Advisory Committee on Privilege and Tenure (SACPT), under SR1.4.4.2B4.  
408

## 409 References and Related Materials

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## 410 411 412 Revision History

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415 For questions, contact: Office of Legal Counsel

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Main document changes and comments		
Page 1: Inserted	Tagavi, Kaveh	4/16/2015 1:44:00 PM
[Sent to SC 4/16/ 2pm]		
Page 2: Inserted	Sheila Brothers	4/23/2015 3:59:00 PM
granting of		
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, merit evaluation or determination of merit raises		
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, but no later than 30 days after the new evidence is		
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discovered by university officials.		
Page 3: Inserted	Tagavi, Kaveh [2]	4/8/2015 8:01:00 AM
Page 3: Comment [TK1]	Tagavi, Kaveh	4/16/2015 10:47:00 AM
[Else, after once a case is adjudicated, if later a new evidence is discovered, the university can forever start a new process even decades after the discovery of the new evidence. We really should allow a closure in these cases.]		
Page 3: Inserted	Tagavi, Kaveh	4/16/2015 7:26:00 AM
[10]		
Page 3: Inserted	Tagavi, Kaveh	4/16/2015 11:18:00 AM
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, a conclusion as to whether misconduct occurred, and, if misconduct did occur, a nonbinding recommendation regarding disciplinary action ( <i>i.e.</i> , sanctions).		
Page 3: Comment [TK2]	Tagavi, Kaveh	4/16/2015 10:49:00 AM
[David Watt said on the senate floor that this part was left in there by error and agreed that it should be removed.]		
Page 3: Inserted	Tagavi, Kaveh	4/16/2015 7:26:00 AM
[12]		
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and neither should they be of a nature or duration as to prevent the faculty member from performing duties expected of or assigned to them		
Page 3: Inserted	Tagavi, Kaveh	4/16/2015 7:33:00 AM
] [1]		
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, if greater than 10%, the sanction be approved by the board of trustees. [2]		

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pay is basically covered in reduction in salary above] [ 3 ]		
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[with pay is basically covered in reduction in salary above]		
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however the General Counsel's dis		
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proval shall be explained in writing and be based on misapplication of law or rules and not based on an opinion on lack of severity of the sanctions		
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three		
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(1) one		
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three (3) [to be true to its name, this panel should have a majority faculty member. Also if this is good for deans – see below – it should be good for faculty members.] [ 4-1 ]		
Page 5: Inserted	Tagavi, Kaveh	4/16/2015 7:39:00 AM
or the faculty member		
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[ 9 ]		
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, by a majority vote,		
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does not		

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and Vice Chair and/or SREC Chair		
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However, all exculpatory evidence discovered by university officials must be included in the report. [ 7 ]		
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for Faculty Advancement		
Page 7: Comment [TK4]	Tagavi, Kaveh	4/16/2015 11:10:00 AM
[IMO, it is unprecedented that the provost would sit down with subordinates and then be potentially outvoted. It lacks authenticity and it is also demeaning to the provost, IMO.]		
Page 7: Inserted	Tagavi, Kaveh	4/16/2015 7:57:00 AM
[ 11-1 ]		
Page 7: Deleted	Tagavi, Kaveh [2]	4/9/2015 9:16:00 AM
Chair of the Senate Council		
Page 7: Inserted	Tagavi, Kaveh [2]	4/9/2015 9:16:00 AM
an elected Senate Council member chosen by the Senate Council		
Page 7: Inserted	Tagavi, Kaveh	4/16/2015 7:54:00 AM
[ 5 ]		
Page 7: Inserted	Tagavi, Kaveh	4/16/2015 8:11:00 AM
Associate		
Page 7: Deleted	Tagavi, Kaveh	4/16/2015 8:11:00 AM
President		
Page 7: Inserted	Tagavi, Kaveh	4/16/2015 8:11:00 AM
Provost		

# 1\_Senator Tagavi Amendments

Page 7: Deleted	Tagavi, Kaveh	4/16/2015 11:12:00 AM
Chair		
Page 7: Inserted	Tagavi, Kaveh	4/16/2015 11:12:00 AM
member		
Page 7: Inserted	Sheila Brothers	4/23/2015 3:59:00 PM
accused faculty member		
Page 7: Deleted	Sheila Brothers	4/23/2015 3:59:00 PM
appellant (IV.F.8, F9)		
Page 7: Deleted	Tagavi, Kaveh [2]	4/9/2015 9:19:00 AM
Page 7: Comment [TK5]	Tagavi, Kaveh	4/16/2015 11:16:00 AM
[Without the ability of the dean to appeal a not guilty decision this is a balanced process since it includes panel (members) that are independent of the administration. But if the dean appeals and the Appeals panel sides with the dean then that balance is disturbed.]		
Page 8: Inserted	Tagavi, Kaveh [2]	4/10/2015 6:59:00 AM
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Page 8: Deleted	Tagavi, Kaveh [2]	4/9/2015 9:25:00 AM
Page 8: Deleted	Tagavi, Kaveh [2]	4/9/2015 9:26:00 AM
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Footnote changes		
Endnote changes		