

# 4\_Senator Bailey OBO Amendments



## UNIVERSITY OF KENTUCKY® Regulations

### Governing Regulation XX

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

Date Effective:

Supersedes Regulation    Version:    New    Governing Regulation

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## Faculty Disciplinary Policy and Procedures (DRAFT)

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4 Hyper Links to be inserted later

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6

### I. Introduction

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

15  
16 University faculty members, like all University employees, must obey the rules, standards, and  
17 procedures that arise under federal and state constitutions, statutes, and regulations, University  
18 Governing and Administrative Regulations, the University Senate Rules, and other regulatory  
19 jurisdictions (GR II.A). For purposes of this document, we define "misconduct" as a failure to obey the  
20 laws and regulations described in the preceding sentence.

21  
22 As is consistent with the principles set forth in the professional standard of academic freedom as defined  
23 by the American Association of University Professors and the Association of American Colleges and  
24 Universities, academic freedom does not excuse a faculty member from complying with the rules, standards  
25 and procedures that arise under federal and state laws, statutes, and regulations, University Governing and  
26 Administrative Regulations, the University Senate Rules, and other regulatory jurisdictions (GR II.A), as  
27 described in paragraph 2 above.

28  
29

### II. Scope

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

39

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40 This regulation does not apply to faculty performance review or expectations for scholarly activity for  
41 purposes of appointment, reappointment, promotion, and tenure. Faculty performance review and  
42 expectations for scholarly activity are covered in other Administrative Regulations (AR), as well as  
43 regulations that describe for each title series the expected activities and criteria for promotion and tenure.  
44

45 To the extent that university administrators, including the President of the university, hold appointments  
46 as faculty members, faculty administrators are subject to this regulation with respect to activities related  
47 to their faculty appointment.  
48

49 This regulation is separate and distinct from independent proceedings involving the enforcement of  
50 clinical rights and clinical responsibilities that arise under the Joint Commission mandated UK  
51 HealthCare Medical Staff By-laws, the federally mandated University's research misconduct policy, or the  
52 federally mandated Title IX Sexual Assault procedures. Faculty members who are subject to disciplinary  
53 proceedings under those procedures may be subjected to additional disciplinary proceedings under this  
54 regulation.  
55

56 This regulation also does not describe the proceedings for the revocation of tenure or for the termination  
57 of academic appointments of faculty members who do not have tenure.  
58

59 The procedures established by this regulation do not supersede Governing Regulations or Administrative  
60 Regulations that specifically permit appeal to, or appearances before, the Board or a Board Committee.  
61

### 62 III. Entities Affected

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63 This regulation will apply to all faculty members as defined in this regulation.  
64

### 65 IV. Procedures

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66 The following procedures govern the handling of misconduct by a faculty member.  
67

68 For purposes of computing deadlines under these procedures, if the deadline falls on a Sunday, Monday,  
69 university-recognized holiday or day when the University's Office of the President is closed, the deadline  
70 is automatically extended to the next day when the University's Office of the President is open.  
71

72 For purposes of this regulation, "written notification" means notification by formal written letter and  
73 notification by electronic message.  
74

#### 75 A. Allegations

76  
77 Any person may make a complaint against a faculty member by making allegations to the chair of a  
78 faculty member's department, the Dean of the faculty member's college, or an appropriate university  
79 official. Additionally, routine university operations, such as audits or compliance reviews, may result  
80 in allegations against a faculty member. **Complaints must be made within one (1) year of the alleged  
81 incident or knowledge of an infraction<sup>[scb1]</sup>.**  
82

83 Allegations against a faculty member by a member of the University community that are made other  
84 than in good faith, may rise to the level of harassment and bring the Complainant under scrutiny as  
85 delineated in these regulations.  
86

87 In the event of either allegations reported initially to a chair and subsequently to a Dean or allegations  
88 reported directly to a Dean, the Dean must inform the General Counsel. In consultation with the  
89 General Counsel, the Dean will determine (1) whether an investigation should be conducted, and (2)  
90 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.

### 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). 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<sup>[scb2]</sup>

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)~~fourteen (14<sup>[scb3]</sup>) days of notification by the Dean. The Dean ~~may~~shall<sup>[scb4]</sup> extend this response period by an additional fourteen (14) days on oral or written request by the faculty member. If a faculty member is away from the university for approved business travel, annual leave, family leave or sick leave, or is unavailable to respond for any other university-approved absence, these time-periods for response are extended by the duration of travel or leave<sup>[scb5]</sup>.
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. 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
  - Reduction in salary for a specified period of time
  - Demotion in rank, but only if promotion was based on a fraudulent dossier

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- Suspension with or without 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.
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-person panel comprised of (1) one 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 notify the University Senate Council Chair that there is a need for a Faculty Inquiry Panel and the Chair of the University Senate Council will select a faculty member at random from the Faculty Disciplinary Hearing Panel Pool using a uniform random number generator. Precautions will be taken against real or apparent conflicts of interest on the part of potential members of the Faculty Inquiry 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.

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- 201  
202 2. The Faculty Inquiry Panel is responsible for determining whether there is probable cause to  
203 believe misconduct has occurred. The Faculty Inquiry Panel is limited to a review of the initial  
204 investigation report and the faculty member's written response, if any. The Faculty Inquiry Panel  
205 may interview the faculty member, the chair and the Dean, but the Faculty Inquiry Panel may not  
206 conduct a further investigation. The Faculty Inquiry Panel may consider new findings of fact that  
207 were not considered in the original investigation and that are provided by the General Counsel.  
208
- 209 3. If the allegation involves a chair or dean, the Faculty Inquiry Panel will be expanded to include  
210 three (3) tenured faculty members, who hold appointments in colleges other than that of the chair  
211 or dean and who will be selected at random by a uniform random number generator from the  
212 Faculty Disciplinary Hearing Panel Pool; the Vice-President for Human Resources or a designee;  
213 and an associate provost selected by the Provost.  
214
- 215 4. If the allegation involves a faculty employee holding an administration position above the level of  
216 either a dean or an administratively equivalent position, the procedures to be used for convening  
217 a Faculty Inquiry Panel will be determined by the President in consultation with Senate Council.  
218
- 219 5. If the allegations involve the President, the procedures will be determined by the Board of  
220 Trustees in consultation with the Senate Council.  
221
- 222 6. If the Faculty Inquiry Panel, by a majority vote, finds there is probable cause to believe  
223 misconduct has occurred, the case is referred to a Faculty Hearing Panel. The Faculty Inquiry  
224 Panel will send notification *via* electronic mail of this finding to the Dean, the Complainant (if  
225 known), the faculty member, and the General Counsel.  
226
- 227 7. If the Faculty Inquiry Panel, by a majority vote, finds that there is no probable cause to believe  
228 misconduct has occurred, the case is dismissed. The Faculty Inquiry Panel will send Notification  
229 of this finding to the Dean, the Complainant (if known), the faculty member, and the General  
230 Counsel.  
231

### 232 F. Faculty Hearing Panel

233

- 234 1. The Faculty Hearing Panel is comprised of five (5) faculty members, who are selected at random  
235 by the Senate Council Chair from the Faculty Disciplinary Panel Pool using a uniform random  
236 number generator. The Senate Council Chair will consult with the Chair of the Department of  
237 Statistics on the selection of this uniform random number generator. Faculty members who  
238 occupy a position of administrative supervision over faculty personnel (*i.e.*, individuals with  
239 greater than or equal to 50% administrative effort or individuals with an administrative assignment  
240 at the level of chair or above) are ineligible to serve in the Faculty Disciplinary Panel Pool. A  
241 person who served on the Faculty Inquiry Panel may not serve on the Faculty Hearing Panel in  
242 the same case. Any member of the Faculty Hearing Panel who has personal involvement or prior  
243 factual knowledge of the case (*i.e.*, knowing something pertinent to the case before it occurs  
244 publicly) will recuse himself or herself. If a Faculty Hearing Panel member chooses recusal, then  
245 a new member will be chosen at random from the Pool by the Senate Council Chair using a  
246 uniform random number generator. Precautions will be taken against real or apparent conflicts of  
247 interest on the part of potential members of the Faculty Hearing Panel. Such conflicts of interest  
248 may include: administrative dependency, close personal relationships, collaborative relationships,  
249 financial interest, or scientific or scholarly bias. The panel members will be expected to state in  
250 writing that they have no conflicts of interest.  
251
- 252 2. The General Counsel, upon receipt of a report from the Faculty Inquiry Panel that there is  
253 probable cause to believe misconduct has occurred, will notify the Senate Council Chair that a  
254 Faculty Hearing Panel is needed.  
255

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- 256 3. The Chair of the University Senate Council will select members of the panel at random from the  
257 Faculty Disciplinary Panel Pool using a uniform random number generator. The Senate Council  
258 Chair will contact faculty members to serve on the Faculty Hearing Panel within seven (7) days of  
259 receiving notification from the General Counsel. The Chair of the University Senate Council will  
260 inform potential members of the Faculty Hearing Panel that the case involves a named faculty  
261 member in a particular college.  
262
- 263 4. Once a Faculty Hearing Panel is selected, the Dean and faculty member may each exclude one  
264 member from the Panel. If either the Dean or faculty member excludes a Panel member, then the  
265 Senate Council Chair will select a new member or members at random from the Faculty  
266 Disciplinary Panel Pool using a uniform random number generator. When such exclusions occur,  
267 the seven-day period for appointing the Faculty Hearing Panel will be extended by an additional  
268 seven (7) days.  
269
- 270 5. The Faculty Hearing Panel will conduct the hearing within thirty (30) days of receiving the referral  
271 unless the Provost extends the time period in extraordinary circumstances. The Dean, through a  
272 representative of the Office of Legal Counsel, will present the case against the faculty member.  
273 The accused faculty member, either alone or with the assistance of at most two (2) additional  
274 persons, such as an attorney and a representative chosen by the accused faculty member, may  
275 present a defense. The parties may call witnesses, cross-examine the other party's witnesses,  
276 and present other evidence; however, as this is an administrative hearing, formal rules of  
277 evidence and procedure do not apply. The Faculty Hearing Panel may admit any evidence of  
278 probative value in determining the issues involved.  
279
- 280 6. The burden of proof standard is clear and convincing evidence. The burden of demonstrating that  
281 misconduct occurred is on the representative of the Office of Legal Counsel, and the accused  
282 faculty member is presumed to be innocent.  
283
- 284 7. After the hearing, the Faculty Hearing Panel will consider the evidence presented at the hearing,  
285 and the majority will issue written findings of fact and conclusions of law (*i.e.*, conclusion  
286 regarding misconduct) within seven (7) days of the conclusion of the hearing. If a member of the  
287 Faculty Hearing Panel dissents with the majority decision, that member may submit a written  
288 explanation of his/her dissension. The Faculty Hearing Panel will send the written findings,  
289 including dissents, and decision to the Provost, the Dean, , the accused faculty member, and the  
290 General Counsel.  
291
- 292 8. If the Faculty Hearing Panel finds the accused faculty member guilty of misconduct, the Panel will  
293 recommend nonbinding sanctions to the Provost. The faculty member may appeal the finding of  
294 guilt.  
295
- 296 9. If the Faculty Hearing Panel finds that the accused faculty member is not guilty of misconduct, the  
297 case is closed unless the dean submits a written appeal of the innocent decision based on  
298 substantive errors in the faculty hearing panel process or errors in interpretation of fact or law .  
299
- 300 10. If the allegation involves the Provost, the President will assume the role of the Provost in these  
301 proceeding.  
302
- 303 11. If the allegation involves the President, the Board of Trustees assumes the role of the Provost in  
304 these proceedings.

### 305 G. Appeals

306 This section covers appeals arising out of the decision and nonbinding recommendations from the  
307 Faculty Hearing Panel and the sanctions recommended by the Provost. The procedures  
308 established by this regulation do not supersede Governing Regulations or Administrative  
309  
310

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311 Regulations that specifically permit appeal to, or appearances before, the Board or a Board  
312 Committee.

- 313  
314 1. If the faculty member or Dean does not file a written appeal within seven (7) days of receipt of the  
315 Faculty Hearing Panel's written decision, the decision of the Faculty Hearing Panel as to guilt or  
316 innocence shall be final. The complainant, if known, shall be informed of the decision by General  
317 Counsel, to the extent required by law.
- 318  
319 2. The Faculty Disciplinary Appeals Panel shall hear all appeals. The panel consists of the Provost,  
320 the Chair of the Senate Council, and the Academic Ombud. In the event the Provost is unable to  
321 serve, the President shall appoint a replacement. In the event that the Academic Ombud or the  
322 Chair of the Senate Council is unable to serve, the Senate Council shall appoint replacement(s).  
323 Precautions will be taken against real or apparent conflicts of interest on the part of potential  
324 members of the Faculty Disciplinary Appeals Panel. Such conflicts of interest may include:  
325 administrative dependency, close personal relationships, collaborative relationships, financial  
326 interest, or scientific or scholarly bias. The panel members will be expected to state in writing that  
327 they have no conflicts of interest.
- 328  
329 3. The faculty member and the dean will be provided with copies of the written appeal and given an  
330 opportunity to respond in writing.
- 331  
332 4. The deliberations of the Faculty Disciplinary Appeals Panel are limited to review of the specific  
333 issues raised by the appellant (IV.F.8, F9). In determining whether the factual findings are clearly  
334 erroneous, the Faculty Disciplinary Appeals Panel will determine whether substantial evidence  
335 (i.e. evidence a reasonable person would accept as adequate to support the conclusion) supports  
336 the factual findings.
- 337  
338 5. When a party appeals to the Faculty Disciplinary Appeals Panel, the party must submit a written  
339 brief detailing the basis for the appeal and providing supporting evidence attesting to the validity  
340 of the appeal. The party that prevailed at the Faculty Hearing Panel will be provided with a copy  
341 of this brief and may submit a written response brief within seven (7) days.
- 342  
343 6. The Faculty Disciplinary Appeals Panel will render a final decision within seven (7) days of the  
344 submission of briefs. If the Appeals Panel's decision is in agreement with the Hearing Panel, the  
345 appellant and the appellee are notified of the Panel's decision and the reasons for the decision.  
346 If the decision of the Faculty Disciplinary Appeals Panel is not in agreement with the decision of  
347 the Faculty Hearing Panel, the Faculty Disciplinary Appeals Panel must also send a written  
348 justification for the reversal to the Faculty Hearing Panel, the University Senate Council, and the  
349 Executive Committee of the Board of Trustees.
- 350  
351 7. If the Faculty Disciplinary Appeals Panel determines the faculty member is innocent, the matter is  
352 closed.
- 353  
354 8. If the Faculty Disciplinary Appeals panel determines the faculty member is guilty, the Provost  
355 shall impose sanctions. In determining sanctions, the Provost is guided, but not bound, by the  
356 Faculty Hearing Panel's recommendation, if any, concerning sanctions (If the Faculty Hearing  
357 Panel found the faculty member to be innocent, but the decision was reversed on appeal, there  
358 will be no Faculty Hearing Panel recommendation). The Provost will send notification of the  
359 sanctions decision to the Dean, the University faculty member, the General Counsel, and the  
360 Complainant, if known.
- 361  
362 9. Within seven (7) days of receipt of the Provost's decision regarding a sanction or sanctions, the  
363 accused faculty member may appeal the Provost's decision regarding any sanction to the  
364 President. On an appeal of a particular sanction, the President will consider whether the  
365 determination is reasonable in light of sanctions imposed on similarly situated staff members and

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366 similarly situated faculty in other colleges. The President will render a final decision regarding a  
367 sanction or sanctions within seven (7) days.

368  
369 10. The sanction or sanctions will not take effect until the time to appeal the sanction or sanctions has  
370 expired or the President has rendered his decision.

371  
372 11. The complainant, if known, shall be informed of the decision by General Counsel to the extent  
373 required by law.

374  
375 12. Confidentiality of the record is guaranteed in accordance with Governing Regulations XVI Section  
376 B., 1

### 377 378 V. Retaliation

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

### 382 383 VI. Administrative Leave With Pay during the Process

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

- 387  
388 1. The Provost will impose involuntary administrative leave with pay only if the Provost determines  
389 that there is a risk that the accused faculty member's continued assignment to regular duties or  
390 presence on campus may cause harm to others in the University community, impede the  
391 investigation, or create a risk of continuing misconduct.
- 392  
393 2. Involuntary administrative leave with pay for more than thirty (30) days requires approval of the  
394 Board of Trustees.
- 395  
396 3. The accused faculty member may appeal the imposition of involuntary administrative leave with  
397 pay to the Senate Advisory Committee on Privilege and Tenure (SACPT), under SR1.4.4.2B4.

### 398 399 References and Related Materials

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### 400 401 402 Revision History

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403  
404 For questions, contact: [Office of Legal Counsel](#)



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\_4Bailey\_OBO\_DRAFT GR\_Faculty Disciplinary Action.docx

## Main document changes and comments

**Page 2: Inserted** Sheila Brothers 4/23/2015 4:40:00 PM

Complaints must be made within one (1) year of the alleged incident or knowledge of an infraction.

**Page 2: Comment [scb1]** Sheila Brothers 4/24/2015 10:41:00 AM

There should be some time limit for bringing an allegation against a faculty member.

**Page 3: Comment [scb2]** Sheila Brothers 4/24/2015 10:42:00 AM

I do not know how to make a change in this time notification to be fair to 9 and 10 month appointment faculty (are they required to check university email when not teaching?). They likely do not check their campus mailbox, and if they leave on vacation for the time they are not doing University work, then a mail notification to their home address might not constitute "notice" either.)

**Page 3: Deleted** Sheila Brothers 4/24/2015 10:38:00 AM

seven (7)

**Page 3: Inserted** Sheila Brothers 4/24/2015 10:38:00 AM

fourteen (14)

**Page 3: Comment [scb3]** Sheila Brothers 4/24/2015 10:41:00 AM

In cases of serious allegations, a faculty member should have the time to find and consult their own legal counsel to provide this important initial written response. Seven calendar days (5 working days for an attorney) is too short a time period to 1) retain counsel and 2) have their assistance in reviewing what might be complicated charges and 3) draft a response. Faculty should have the appropriate time and opportunity to obtain counsel in defending against an allegation.

**Page 3: Deleted** Sheila Brothers 4/24/2015 10:39:00 AM

may

**Page 3: Inserted** Sheila Brothers 4/24/2015 10:39:00 AM

shall

**Page 3: Comment [scb4]** Sheila Brothers 4/24/2015 10:41:00 AM

Extending the faculty response period should not be a choice by a Dean. This is especially important if the original time limit is not extended past seven calendar days (see above change).

**Page 3: Inserted** Sheila Brothers 4/24/2015 10:40:00 AM

If a faculty member is away from the university for approved business travel, annual leave, family leave or sick leave, or is unavailable to respond for any other university-approved absence, these time-periods for response are extended by the duration of travel or leave.

**Page 3: Comment [scb5]** Sheila Brothers 4/24/2015 10:41:00 AM

Faculty may be absent from the University on business, teaching an overseas class, away on family leave, etc. and not have access to an email of the allegation which sets the clock running for responses. These faculty should not be penalized for being absent, nor should faculty be required to check University email while on vacation, sick leave, family leave, teaching study abroad classes, etc.

## Header and footer changes

## Text Box changes

## Header and footer text box changes

## 4\_Senator Bailey OBO Amendments

Footnote changes

Endnote changes