POLICY REGARDING FACULTY DISCIPLINE

The University has the inherent right to discipline a faculty member for just cause.

In the event that a faculty member is accused of violating well-established, University-wide policies or procedures (e.g., those regarding sexual harassment, discrimination, timely submission of grades), the establishment of cause and imposition of discipline should proceed in conformity with the published guidelines.

In the event that a faculty member is accused of violating the established policies or procedures of a College or Department (or equivalent unit) and/or of violating such policies or procedures for which no clear disciplinary guidelines have been established, and/or of violating commonly accepted norms of professional conduct, the establishment of cause and imposition of discipline should proceed within the unit whose policies or procedures are alleged to have been violated.

Appropriate disciplinary measures are sanctions commonly applicable to faculty, including a formal letter of reprimand, a reduction of salary increment, a period of suspension (with or without pay), and dismissal from the faculty, or other appropriate sanctions within this range.

After careful investigation and documentation of the validity of the alleged infraction, imposition of a disciplinary sanction other than suspension or dismissal should be carried out by the appropriate academic administrator (e.g., Department Chair, Dean or Provost).

When suspension of a faculty member has been recommended, the decision whether to impose the sanction must be made by the President after careful review of the facts and process leading to the recommendation. Any suspension without pay for a period longer than one year shall only be made following the dismissal procedures. More than one suspension without pay of the same person shall not be permitted.

In the event that dismissal of the faculty member is sought, there will normally be a record either of progressive steps of disciplinary action (and related actions, if any, within the Faculty Grievance Procedure), or of the appropriate review procedure (e.g., alleged sexual harassment) prior to the bringing of dismissal charges. Only in an unusually serious or sudden case of gross personal misconduct (including sexual harassment), unfitness as a teacher or researcher, or gross neglect of duty ought dismissal charges be brought without a prior record of corrective discipline.

In any instance in which disciplinary action is brought (except actions for dismissal), the faculty member to be disciplined has full access to those avenues of appeal and redress afforded by the Faculty Grievance Procedure set forth in the Faculty Handbook.

1 Approved by Faculty Senate, February 26, 1990; editorial revisions accepted by Senate Agenda Committee, June 15, 1990. Approved by Board of Trustees October 12, 1990 with further editorial revisions accepted by the Senate Agenda Committee, January 29, 1991. This procedure applies to Teaching Faculty (2.1-2.4), Clinical or Academic Specialists (2.7), and to Co-op Coordinators (2.9) only.