

**FACULTY CONDUCT POLICY REVISIONS**  
**Iowa State University Faculty Senate**  
**18 April 2007**

**Be it Resolved:** That the changes to the Faculty Conduct Policy (Faculty Handbook Section 7) proposed in Senate Resolution S06-21 be adopted; and, subsequent to adoption that the revisions outlined be incorporated into the Faculty Handbook. The Resolution as presented shows the ‘Tracked Changes’ so that the Senate may review them. Upon approval of the Resolution, those will be removed from the document so that the text may be directly incorporated into the Handbook.

**EXECUTIVE SUMMARY**

The Faculty Conduct Policy (Section 7) was approved by the Senate in 2001 and the board of regents in 2002. In 2006, the Office of Provost coordinated a review of Conduct Policy. Feedback was solicited from Faculty and Administrators who had been involved in Faculty Conduct cases on how the policy could be clarified or improved. This review resulted in suggested changes to the Policy that were then passed on to the Senate via the Judiciary and Appeals (J&A) Council. The suggested changes were reviewed and modified by the J&A Council and the Governance Council. The majority of the changes being suggested are editorial clarifications and explanations.

The items that are designated as “substantive” represent items that the Governance Council has identified as having content that is beyond editorial and beyond obvious current practice. If Senators feel that other changes that are marked are items that need to be discussed, they should feel free to bring those items to the forefront for discussion. The list below is an executive summary of the items judged to be substantive in nature:

(1) Section 7.2.5.1.3. Initial Steps by Provost ..... add the last paragraph:

After evaluating a formal complaint and prior to calling for the formation of a Faculty Review Board, the Provost may direct the parties to participate in mediation, recognizing that not all cases will be appropriate for mediation. If the Provost calls for mediation, the timelines in this chapter shall be suspended pending the outcome of mediation.

(2) Section 7.2.5.1.4 Interim Action ..... the following sentences at the end of the last paragraph of the section:

The Chair and/or Dean will not limit a faculty member’s electronic access to university computer systems or email as part of interim action without the express approval of the Provost.

(3) Section 7.2.5.2.1. Faculty Review Board (note new title of section) .... Add a new paragraph and delete the original first paragraph:

The Provost will call for the formation of a Faculty Review Board. If the Provost does not direct the parties to mediate the complaint, the Provost will take such action within two days after consulting with the Faculty Senate President. If the Provost receives notice that mediation was unsuccessful, the Provost will take such action within two days after receiving such notification.

(4) Section 7.2.5.3.1. Appointment of Major Sanction Committee .... Change size of committee from “seven to nine members” to “five to seven members”

(5) Section 7.2.5.3.3. Procedures Applicable to the Hearing .... Add the last paragraph:

If the parties reach a resolution of the charges after the hearing has begun, the parties must present the proposed resolution in writing to the Major Sanction Committee, which shall review the proposed resolution within five working days and forward its recommendation to the President.

(6) Section 7.2.6.4. Requests to Reopen ..... Add two sentences to the last paragraph to limit the number of times that a case can be reopened:

The respondent is limited to one request for re-opening the entire case. The request must be submitted in writing.