

INTERDEPARTMENTAL

FACULTY SENATE
AD-20

19 February 1992

Professor Charles Hirschman, Chair
Faculty Council on Faculty Affairs
Sociology, DK-40

Dear Charlie:

Attached please find a copy of a letter to me dated February 18 from President Gerberding encouraging the Faculty Council on Faculty Affairs to consider suggestions for the new Code on adjudicative procedures.

Sincerely,

Norman J. Rose
Chair, Faculty Senate

Enc

cc: President William P. Gerberding
Professor John Bollard
Professor Miceal Vaughan

cc: FCFA members

*UW Faculty Senate Records
Accession # 99-102
Box 4*



February 18, 1992

TO: Professor Norm Rose
Chair, Faculty Senate

FROM: William P. Gerberding
President

I am very pleased at the extensive efforts to incorporate improvements into the Faculty Code Adjudicative Procedures recently undertaken by the joint Faculty-Administration Task Force appointed by us and currently by the Faculty Council on Faculty Affairs. I feel confident that these efforts will lead to significant improvement in our procedures.

As an additional aspect of this process, I am writing to propose and strongly encourage the Faculty Senate through the Faculty Council on Faculty Affairs to consider the following suggestions:

In cases involving appeals by faculty from disciplinary actions taken on the basis of student complaints of sexual harassment, discrimination or retaliation by faculty, the revised Faculty Code procedures should include the following:

- a. That such cases be heard in the first instance by a hearing officer or officers who have appropriate training and experience in the conduct of contested case administrative hearings.
- b. A specification that by making a complaint against a faculty member, a student does not thereby waive any applicable privilege with respect to academic, medical, or personal matters except to the extent absolutely necessary to afford the appellant-faculty member due process.
- c. A specification that, to the extent permitted by law and when requested by a student, a student's testimony and evidence concerning a student's academic, medical, or personal affairs shall be taken in a session closed to non-parties.