Judicial Bodies

A. The Appeals Committee

1. Function:

   a) It shall study policy and practice concerning academic freedom and tenure at comparable institutions, and initiate action to bring and keep Dickinson’s own practices in line with the best and most enlightened procedures.

   b) It shall serve as the hearing committee specified in Chapter Four, Sections IV and V, in cases concerning dismissal or termination of appointment. Where dismissal or termination is of a tenured faculty member, only the tenured faculty on the committee shall comprise the hearing committee.

   c) It shall serve as an appeals body for faculty who think that their rights have been violated in one or more of the three areas indicated below. Procedures are outlined in Policy X-B-3-d – Appeal Procedures Available to a Faculty Member.

      (1) Academic Freedom. Where the person claims that his/her academic freedom has been violated as a result of a recommendation or decision by the department, personnel committee, or administration related to the person’s evaluation for salary, contract renewal, promotion, or tenure. Academic freedom is defined in the 1940 AAUP/AAC Statement of Principles summarized in Policy X-B-1-d – Academic Freedom.

      (2) Procedures. Where the person claims that the department, personnel committee, or administration has violated the procedures stated in the Academic Handbook during the process of an evaluation of that person for salary, contract renewal, promotion, or tenure.

      (3) Discrimination. Where the person claims that the department, personnel committee, or administration has discriminated against him or her, or has subjected him or her to discriminatory harassment during the process of an evaluation for that person’s salary, contract renewal, promotion, or tenure. See Fairness Statements in Chapter One, Section III of the Academic Handbook [NOTE: Discrimination in matters related to the classroom and other campus situations is not dealt with by the Appeals Committee but through procedures outlined in Dickinson College Affirmative Action, Equal Opportunity Grievance Procedures.]
d) Upon request, the committee shall informally advise individual faculty members on any of these matters.

e) It shall serve as the official elected agency of the Faculty in any situation in which the administration or the Board of Trustees seeks consultation on matters of academic freedom and tenure.

f) The considered professional judgment of one’s colleagues regarding the quality of the contribution one has made and might make to the department or to the College may not be appealed.

2. Composition:

7 tenured faculty, 2 each from groups 1-3, and 1 at-large

B. Judicial Boards

1. Function:

a) The Hearing Board: The Hearing Board hears allegations of student violations of the Code of Conduct. Grievances brought by students alleging faculty misconduct shall first be directed to the faculty member’s department chair or an Associate Dean of the College. [See Policy II-A-6.]

b) Allegations may be heard by either the Hearing Board or an Administrative Hearing Officer. In cases of grievance against a faculty member, the Administrative Hearing Officer is an Associate Dean of the College. In cases of alleged faculty misconduct, the finding of facts and the recommendations are reported to the Provost and Dean of the College.

c) Appeals Board: The Appeals Board hears respondents of decisions made by the Hearing Board, Administrative Hearing Officers, appeals under the Affirmative Action Grievance Procedures, or appeals from decisions following cases heard under the Student Records policy. Appeals Board decisions are final.

2. Composition:

a) Hearing Board:

(1) The Hearing Board shall be composed of three¹ members: one from the pool of student members, one from the pool of faculty, and an Associate Provost, as chair.

¹ A Resolution on the composition of Hearing Boards and procedures for dealing with academic violations was passed at the 7 April 2008 Faculty Meeting.
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(2) The pool of 10 faculty\(^2\) shall be elected at the Faculty Meeting. Persons serving on other committees are eligible.

(3) The pool of 12 students shall be selected by the Student Senate.

(4) Members of the Hearing Board shall be selected from the judicial board pool, a new board for each case. All members of the pool are expected to serve in an approximately equal number of cases.

b) Appeals Board: The Appeals Board shall be a newly-constituted Hearing Board composed of three members, none of whom served on the original Board:

(1) One faculty member and one student selected from the judicial board pool.

(2) An Associate Provost, as chair.

Related Information

History/Revision Information

Responsible Office/Division:

Effective Date:

Last Amended Date:

Next Review Date:

Also Found In: Academic Handbook

\(^2\) The pool was increased from 6 to 10 faculty by vote of the Faculty Meeting 8 September 2003.