



# WPI

## Procedure for Complaints of Academic Freedom Violation

A new section for Chapter 5 of the Faculty Handbook

*March 13, 2024*

Approved by COG, Approved by CTAF

Mark Claypool, COG    George Heineman, Chair COG



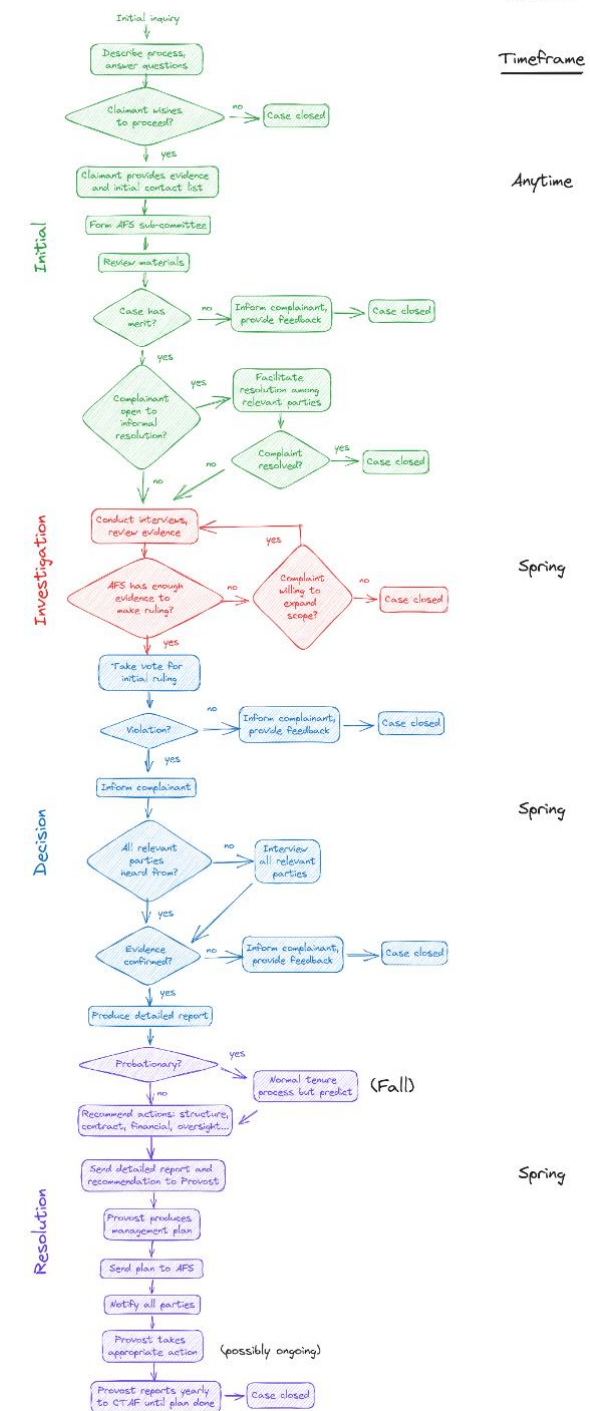
# WPI

Motion: The Committee on Governance and the Committee on Tenure and Academic Freedom recommend, and we move that a formal procedure to resolve allegations of academic freedom violations be incorporated into the Faculty Handbook by (a) modifying parts of CHAPTER ONE, BYLAW THREE, Section II and CHAPTER THREE, Section 2.c.ii related to academic freedom; and (b) inserting into CHAPTER FIVE a new Section 1: Procedure for Complaints of Academic Freedom Violations; as described in the meeting materials.

# Procedure for Complaints of Academic Freedom Violation

## Process update:

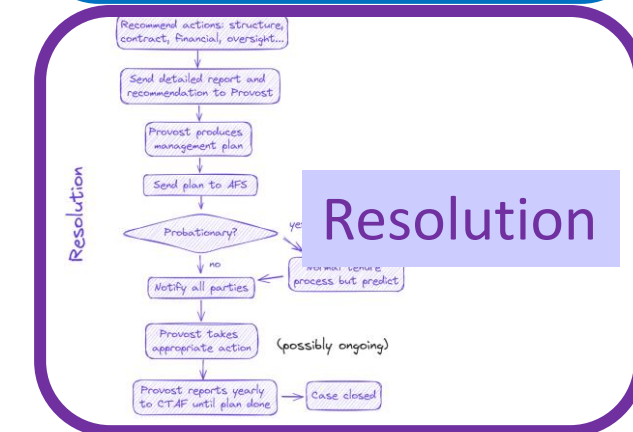
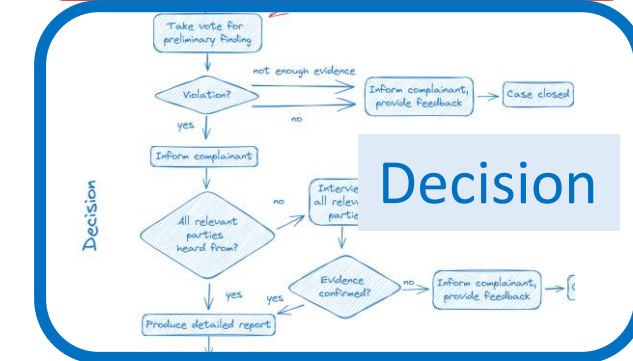
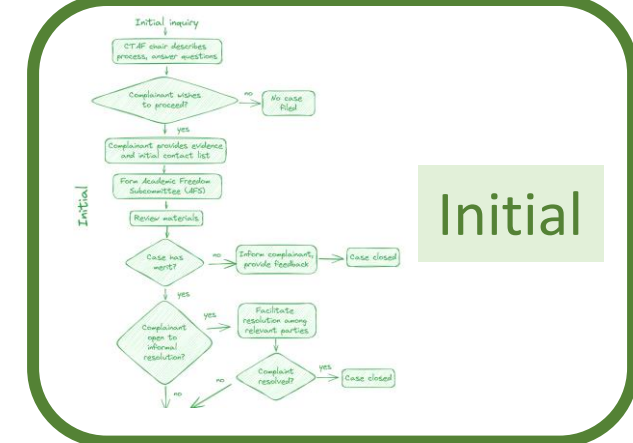
- Draft to Faculty *Nov 15, 2023*
- Drop-in session at Quorum *Nov 21, 2023*
- Review and approval by **CTAF, COG** *Jan – Feb 2024*
- Review by Board of Trustees *Feb 23, 2024*
- Latest version to Faculty *Mar 13, 2024*  
– *With clarifications*



# Key Features

- Encourage informal resolution
- Balance investigation with protection
  - Preliminary finding
  - Final determination
- Resolve confirmed violations with plan

Applies to ALL faculty members



# Clarifications Since November 15, 2024

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- A. Rules for Conflict of Interest and Confidentiality
- B. "Relevant individuals" not determined by complainant
- C. Rules on AFS voting during **Decision** phase
- D. Conveyance of outcomes of **Preliminary Finding** and **Final Decision**
- E. Interviewees anonymized in AFS report to Provost
- F. Elaborate on interactions between AFS and Provost in **Resolution** phase
- G. If plan not effective, complainant can file new complaint

# Changes Since November 15, 2024

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1. President replaces Provost if Provost is conflicted
2. Upon **mediation**, Mediator and AFS Chair decide if Provost needs to approve
  - If administratively infeasible, work jointly on alternative
3. Complainant can request informal resolution also during **Investigation** or **Decision** phases
4. Provost maintains confidential records on Plans

# Discussion

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