

FAQS for Faculty

1. Classroom management behaviors versus Student Code of Conduct

- Classroom behaviors that may cause feelings of discomfort or annoyance is addressed by faculty through classroom management and consulting with colleagues, chair, dean, and/or the Office of Student Engagement and Retention. Link provides examples and suggestions.
- Disruptive behaviors that may disrupt the educational process are student conduct referrals addressed through the Office of Student Engagement and Retention.
- [Click on the link: Types of Behaviors](#)

2. What is conduct which disrupts teaching?

- We define 'classroom disruption' as behavior a reasonable person would view as being likely to substantially or repeatedly interfere with the conduct of a class. Examples: Yelling or being excessively loud, distracting other students, under the influence of substances, refusing to leave or cooperate, disruption of property, threats of violence, acts of physical aggression, and may also include not complying with instructions, and escalating low-level behaviors.

3. What constitutes credible evidence?

- Credible information that supports each element of the offense.
- Credible evidence can be a witness, victim, reporting party's statement, or the alleged.

4. What is the standard of evidence?

- The standard of evidence is preponderance of evidence-- which is the more convincing evidence and its probable truth and accuracy. It is more likely that a violation occurred than it did not occur.
- No student will be found in violation of college policy without sufficient information and evidence showing that its more likely than not that a policy violation occurred and any sanctions will be proportionate to the severity of the violation and to the cumulative conduct history of the student.

5. Our sanctions range depending on:

- The nature of the violation (what the student did)
- Prior violations/previous disciplinary history (what has the student done before)
- Mitigating circumstances surrounding the violation (unusual circumstances)
- Motivation for the behavior (why the student chose to do what he or she did)
- Sanctions involved in cases involving similar violations (precedent)
- The developmental and educational impact (how this is going to affect the student)

6. How do you verify a student's statement?

- We verify all statements equally by comparing the overall information provided by the complainant, victim, witnesses, and alleged student.

7. Is a student statement about a situation equal to a faculty statement about a situation? How do you weigh bias or self-interest?

- Both statements are equal.
- Our conduct investigation is through, reliable and impartial.
- We weigh the bias and self-interest by the facts presented and the consistency of the statement.

8. When weighing a faculty recommendation, do you consider it as self-interested or college-interested?

- We are committed to an educational and developmental process that balances the interests of individual students with the interests of the college community.

9. What is verbal abuse of another person in the college community?

- Verbal abuse threatens and endangers the health and safety of a person. It must be directed toward an individual to be considered abuse.

10. What constitutes other discriminatory treatment of a college employee?

- Please refer to the following policy: [B7.19 Discrimination and Harassment Complaint Policy for Students](#).

11. When considering student behavior issues, is the course syllabus reviewed?

- A course syllabus is reviewed if provided, but our decision is guided by the student conduct policy. Classroom rules which are included in the course syllabus are a part of classroom management and should be addressed by the faculty.

12. When a faculty disagrees with a formal decision can a faculty/chair appeal the decision? Is there a process?

- No, the student conduct policy only allows an appeal from the student who has been notified of the findings and assigned sanctions. If faculty disagrees with the formal decision, please contact the Office of Student Engagement and Retention at 361-698-1277.