

Academic Hearing Procedures for the Department of Fisheries and Wildlife (FW)

Approved by FW faculty, May 18, 2012.

The *Academic Freedom for Students at Michigan State University (AFR)* and the *Graduate Student Rights and Responsibilities (GSRR)* documents establish the rights and responsibilities of MSU students and prescribes procedures for resolving allegations of violations of those rights through formal grievance hearings. In accordance with the AFR and the GSRR, the Department of Fisheries and Wildlife has established the following Department of Fisheries and Wildlife Hearing Board procedures for adjudicating academic grievances and complaints. (See AFR Article 6 and 7; GSRR 5.4.1.)

I. JURISDICTION OF THE DEPARTMENT OF FISHERIES AND WILDLIFE HEARING BOARD:

- A. The Department of Fisheries and Wildlife Hearing Board serves as:
 - 1. the initial Hearing Board for academic grievance hearings involving graduate and undergraduate students who allege violations of academic rights and graduate students who seek to contest an allegation of academic misconduct (academic dishonesty, violations of professional standards or falsifying admission and academic records). (See AFR 6.I.A and 7.I.B; GSRR 2.3.9 and 5.1.1.)
- B. Students may not request an academic grievance hearing based on an allegation of incompetent instruction. (AFR 2.II.A-D; GSRR 2.2.2 and 2.2.4.)

II. COMPOSITION OF THE DEPARTMENT OF FISHERIES AND WILDLIFE HEARING BOARD:

- A. The Department of Fisheries and Wildlife shall constitute a Hearing Board no later than the end of the tenth week of the spring semester. Members of the Department of Fisheries and Wildlife Hearing Board will be chosen at random from pools of faculty members, graduate students, and undergraduate students. The pool of faculty members will comprise all core faculty in the Department, the pools of graduate and undergraduate students will comprise all students enrolled in Fisheries and Wildlife (graduate) or that have declared Fisheries and Wildlife as their major (undergraduate). Individuals having conflict of interests with either party to the grievance hearing will be replaced by re-drawing randomly from the pool. (See AFR 6.II.B, C, and D; GSRR 5.1.3 and 5.1.6.)
- B. For hearings involving graduate students, the Department of Fisheries and Wildlife Hearing Board shall include two graduate students and two core faculty member (see Department Bylaws for definition of core faculty), plus an additional core faculty member who serves as Chair of the Board.. For hearings involving

undergraduate students, the Hearing Board shall include two undergraduate students and two core faculty, plus an additional core faculty member who serves as Chair of the Board. (See AFR 6.1.B and C; GSRR 5.1.2, 5.1.5 and 5.1.6.)

- C. The Chair of the Department of Fisheries and Wildlife Hearing Board shall be a Hearing Board member with faculty rank. All members of the Department of Fisheries and Wildlife Hearing Board shall have a vote, except the Chair, who shall vote only in the event of a tie. (See AFR 6.I B; GSRR 5.1.3, and 5.1.5.)
- D. The Department of Fisheries and Wildlife will train hearing board members about these procedures and the applicable sections of the AFR and GSRR. (See AFR 7.IV.C; GSRR 5.1.3.)

III. REFERRAL TO DEPARTMENT OF FISHERIES AND WILDLIFE HEARING BOARD:

- A. After consulting with the instructor and the appropriate unit administrator, undergraduate or graduate students who remain dissatisfied with their attempt to resolve an allegation of a violation of student academic rights may request an academic grievance hearing. When appropriate, the Department Chair, in consultation with the Dean, may waive jurisdiction and refer the request for a hearing to the College Hearing Board. At any time in the grievance process, undergraduate students may consult with the University Ombudsperson. (See AFR 7.III.A, 7.IV.H; GSRR 5.3.)
- B. After consulting with the instructor and the appropriate unit administrator, graduate students who remain dissatisfied with their attempt to resolve an allegation of a violation of academic misconduct (academic dishonesty, violations of professional standards or falsifying admission and academic records) may request an academic grievance hearing. When appropriate, the Department Chair, in consultation with the Dean, may waive jurisdiction and refer the request for a hearing to the College Hearing Board. At any time in the grievance process, graduate students may consult with the University Ombudsperson. (See AFR 7.III.A, 7.IV.H; GSRR 5.3.)
- C. In cases of ambiguous jurisdiction, the Associate Provost for Undergraduate Education will select the appropriate Hearing Board for hearings involving undergraduate students, and the Dean of The Graduate School will select the appropriate Hearing Board for cases involving graduate students. (See AFR 7.III.B; GSRR 5.3.)
- D. Normally, the deadline for submitting the written request for a hearing is the middle of the semester following the alleged violation (excluding summer). In cases in which a student seeks to contest an allegation of academic misconduct, and the student's dean has called for an academic disciplinary hearing, the student has 10 class days to file a written request for a hearing before the appropriate

hearing board. If either the student (the complainant) or the respondent (usually, the instructor or an administrator) is absent from the university during that semester, or if other appropriate reasons emerge, the Department of Fisheries and Wildlife Hearing Board may extend this deadline. If the university no longer employs the respondent before the grievance hearing commences, the hearing may still proceed. (See AFR 7.III.C and 7.V.C; GSRR 5.3.6.1.)

- E. A written request for an academic grievance hearing must (1) specify the alleged violation(s) of academic rights in sufficient detail to justify a hearing, (2) identify the individual against whom the grievance is filed (the respondent) and (3) state the desired redress. Anonymous grievances will not be accepted. (See AFR 7.III.B and C, AFR footnote 35; GSRR 5.3.6.)

IV. PRE-HEARING PROCEDURES

- A. After receiving a student's written request for a hearing, the Chair of the Department of Fisheries and Wildlife will promptly convene the Hearing Board and refer the grievance to the Chair of the Hearing Board. (See AFR 7.IV.D.1; GSRR 5.3.2, 5.4.3.)
- B. Within **5** class days, the Chair of the Hearing Board will:
1. forward the request for a hearing to the respondent.
 2. send the names of the selected Hearing Board members to both parties and, to avoid conflicts of interest between the two parties and the Hearing Board members, request written challenges, if any, within **3** class days of this notification.
 3. rule promptly on any challenges, impanel a Hearing Board and send each party the names of the Hearing Board members. If the Chair of the Hearing Board is the subject of a challenge, the challenge shall be filed with the unit administrator. (See AFR 7.IV.D; GSRR 5.1.7.)
 4. send the Hearing Board members a copy of the request for a hearing and send all parties a copy of these procedures.
- C. Within **5** class days of being established, the Hearing Board shall review the request, and after considering all submitted information, the Hearing Board will:
1. accept the request, in full or in part, and promptly schedule a hearing.
 2. reject the request and provide a written explanation to appropriate parties; e.g., lack of jurisdiction. (The student may appeal this decision.)

3. invite the two parties to meet with the Hearing Board in an informal session to try to resolve the matter. (Such a meeting does not preclude a later hearing.)

(See AFR 7.IV.D.4 and AFR footnote 35; GSRR 5.4.6.)

- D. If the Department of Fisheries and Wildlife Hearing Board calls for a hearing, the Chair of the Hearing Board shall promptly negotiate a hearing date and schedule an additional meeting only for the Hearing Board should additional deliberations on the findings become necessary.
- E. At least **5** class days before the scheduled hearing, the Chair of the Department of Fisheries and Wildlife Hearing Board shall notify the respondent and the complainant in writing of the (1) time, date, and place of the hearing; (2) the names of the parties to the grievance; and (3) a copy of the hearing request and the respondent's reply. (See AFR 7.IV.D.5; GSRR 5.4.7.)
- F. At least **3** class days before the scheduled hearing, the parties must notify the Chair of the Department of Fisheries and Wildlife Hearing Board the names of their witnesses and advisor, if any, and request permission for the advisor to have voice at the hearing. The Chair will promptly forward the names given by the complainant to the respondent and visa versa. (See AFR 7.IV.D.6; GSRR 5.4.7.1.)
- G. The Chair of the Hearing Board may accept written statements from either party's witnesses at least **3** class days before the hearing. (See AFR 7.IV.D.10; GSRR 5.4.9c.)
- H. In unusual circumstances and in lieu of a personal appearance, either party may request permission to submit a written statement to the Department of Fisheries and Wildlife Hearing Board or request permission to participate in the hearing through an electronic communication channel. Written statements must be submitted to the Department of Fisheries and Wildlife Hearing Board at least **3** class days before the scheduled hearing. (See AFR 7.IV.D.9; GSRR 5.4.9c.)
- I. Either party to the grievance hearing may request a postponement of the hearing. The Department of Fisheries and Wildlife Hearing Board may either grant or deny the request. (See AFR 7.IV.D.8; GSRR 5.4.8.)
- J. At its discretion, the Department of Fisheries and Wildlife Hearing Board may set a reasonable time limit for each party to present its case, and the Chair of the Department of Fisheries and Wildlife Hearing Board must inform the parties of such a time limit in the written notification of the hearing.
- K. Hearings are closed unless the student requests an open hearing, which would be open to all members of the MSU community. The Department of Fisheries and

Wildlife Hearing Board may close an open hearing to protect the confidentiality of information or to maintain order. (See AFR 7.IV.D.13; GSRR 5.4.10.4.)

- L. Members of the Department of Fisheries and Wildlife Hearing Board are expected to respect the confidentiality of the hearing process. (AFR 7.IV.D.13, 7.IV.F.)

V. HEARING PROCEDURES:

- A. The Hearing will proceed as follows:

1. Introductory remarks by the Chair of the Department of Fisheries and Wildlife Hearing Board: The Chair of the Hearing Board introduces hearing panel members, the complainant, the respondent and advisors, if any. The Chair reviews the hearing procedures, including announced time restraints for presentations by each party and the witnesses, and informs the parties if their advisors may have a voice in the hearings and if the proceedings are being recorded. Witnesses shall be excluded from the proceedings except when testifying. The Chair also explains:

- In academic grievance hearings in which a student alleges a violation of academic rights, the student bears the burden of proof.
- In hearings involving graduate students seeking to contest allegations of academic misconduct, the instructor bears the burden of proof.
- All Hearing Board decisions must be reached by a majority of the Hearing Board, based on a "preponderance of the evidence."

(See AFR 7.IV.D.14, Footnote 37; GSRR 5.4.10.1. For various definitions, see AFR Article 11 and GSRR Article 8.)

2. If the complainant fails to appear in person or via an electronic channel at a scheduled hearing, the Department of Fisheries and Wildlife Hearing Board may either postpone the hearing or dismiss the case for demonstrated cause. (See AFR 7.IV.D.11; GSRR 5.4.9a.)
3. If the respondent fails to appear in person or via an electronic channel at a scheduled hearing, the Department of Fisheries and Wildlife Hearing Board may postpone the hearing, hear the case in the respondent's absence, or dismiss the case. (See AFR 7.IV.D.11; GSRR 5.4.9b.)
4. If the respondent is absent from the University during the semester of the grievance hearing or no longer employed by the University before the grievance procedure concludes, the hearing process may still proceed. (See AFR 7.III.C; GSRR 5.3.6.1.)

5. To assure orderly questioning, the Chair of the Hearing Board will recognize individuals before they speak. All parties have a right to speak without interruption. Each party has a right to question the other party and to rebut any oral or written statements submitted to the Hearing Board. (See AFR 7.IV.D.16; GSRR 5.4.10.2.)
6. Presentation by the Complainant: The Chair recognizes the complainant to present without interruption any statements relevant to the complainant's case, including the redress sought. The Chair then recognizes questions directed at the complainant by the Department of Fisheries and Wildlife Hearing Board, the respondent and the respondent's advisor, if any.
7. Presentation by the Complainant's Witnesses: The Chair recognizes the complainant's witnesses, if any, to present, without interruption, any statement relevant to the complainant's case. The Chair then recognizes questions directed at the witnesses by the Department of Fisheries and Wildlife Hearing Board, the respondent, and the respondent's advisor, if any.
8. Presentation by the Respondent: The Chair recognizes the respondent to present without interruption any statements relevant to the respondent's case. The Chair then recognizes questions directed at the respondent by the Department of Fisheries and Wildlife Hearing Board, the complainant, and the complainant's advisor, if any.
9. Presentation by the Respondent's Witnesses: The Chair recognizes the respondent's witnesses, if any, to present, without interruption, and statement relevant to the respondent's case. The Chair then recognizes questions directed at the witnesses by the Department of Fisheries and Wildlife Hearing Board, the complainant, and the complainant's advisor, if any.
10. Rebuttal and Closing Statement by Complainant: The complainant refutes statements by the respondent, the respondent's witnesses and advisor, if any, and presents a final summary statement.
11. Rebuttal and Closing Statement by Respondent: The respondent refutes statements by the complainant, the complainant's witnesses and advisor, if any, and presents a final summary statement.
12. Final questions by the Hearing Board: The Department of Fisheries and Wildlife Hearing Board asks questions of any of the participants in the hearing.

VI. POST-HEARING PROCEDURES

A. Deliberation:

After all evidence has been presented, with full opportunity for explanations, questions and rebuttal, the Chair of the Hearing Board shall excuse all parties to the grievance and convene the Hearing Board to determine its findings in executive session. When possible, deliberations should take place directly following the hearing and/or at the previously scheduled follow-up meeting. (See Section IV.D. above.)

B. Decision:

1. In grievance (non-disciplinary) hearings involving undergraduate and graduate students and a majority of the Department of Fisheries and Wildlife Hearing Board finds, based on a "preponderance of the evidence," that a violation of the student's academic rights has occurred and that redress is possible, it shall direct the Chair of the Department to implement an appropriate remedy, in consultation with the Hearing Board. If the Department of Fisheries and Wildlife Hearing Board finds that no violation of academic rights has occurred, it shall so inform the Chair. (See AFR 7.IV.D and E; GSRR 5.4.11.)
2. In grievance (non-disciplinary) hearings involving graduate students in which the Department of Fisheries and Wildlife Hearing Board serves as the initial hearing body to adjudicate an allegation of academic dishonesty and, based on a "preponderance of the evidence," the Hearing Board finds for the student, the Hearing Board shall recommend to the Chair of the Department that the penalty grade be removed, the Academic Dishonesty Report be removed from the student's records and a "good faith judgment" of the student's academic performance in the course take place. If the Hearing Board finds for the complainant (instructor), the penalty grade shall stand and the Academic Dishonesty Report regarding the allegation will remain on file, pending an appeal, if any, within 5 class days, of the Department Hearing Board's decision to the College Hearing Board. If an academic disciplinary hearing is pending, and the Hearing Board decides for the complainant, the graduate student's disciplinary hearing before either the College Hearing Board or the Dean of The Graduate School would promptly follow, pending an appeal, if any, within 5 class days. (See GSRR 5.4.12.3.)

C. Written Report:

The Chair of the Department of Fisheries and Wildlife Hearing Board shall prepare a written report of the Hearing Board's findings, including redress for the complainant, if applicable, and forward a copy of the decision to

the appropriate unit administrator within **3** class days of the hearing. The report shall indicate the rationale for the decision and the major elements of evidence, or lack thereof, that support the Hearing Board's decision. The report also should inform the parties of the right to appeal within **5** class days following notice of the decision. The Chair shall forward copies to the parties involved, the responsible administrators, the University Ombudsperson and, in hearings involving graduate students, the Dean of The Graduate School. All recipients must respect the confidentiality of the report and of the hearing board's deliberations resulting in a decision. (See AFR 7.IV.E and F; GSRR 5.4.11.)

VII. APPEAL OF DEPARTMENT OF FISHERIES AND WILDLIFE HEARING BOARD DECISION:

- A. In hearings involving undergraduate students, either party may appeal the decision of the Department of Fisheries and Wildlife Hearing Board to the University Academic Appeal Board in cases involving academic grievances alleging violations of student rights. (See AFR 6.IV.A and 7.VII.)
- B. In hearings involving graduate students, either party may appeal a decision by the Department of Fisheries and Wildlife Hearing Board to the College Hearing Board for cases involving (1) academic grievances alleging violations of student rights heard initially by the Department of Fisheries and Wildlife Hearing Board and (2) alleged violations of regulations involving academic misconduct (academic dishonesty, professional standards or falsification of admission and academic records). (See GSRR 5.4.12.)
- C. All appeals must be in writing, signed and submitted to the Chair of either the University Academic Appeal Board or the College Hearing Board within **5** class days following notification of the Department of Fisheries and Wildlife Hearing Board's decision. While under appeal, the original decision of the Department of Fisheries and Wildlife Hearing Board will be held in abeyance. (See AFR 7.VII.A; GSRR 5.4.12, 5.4.12.2 and 5.4.12.3.)
- D. A request for an appeal of a Department of Fisheries and Wildlife Hearing Board decision to either the University Academic Appeal Board or the College Hearing Board must allege, in sufficient particularity to justify a hearing, that the Department of Fisheries and Wildlife Hearing Board failed to follow applicable procedures for adjudicating the hearing or that findings of the Department of Fisheries and Wildlife Hearing Board were not supported by the "preponderance of the evidence." The request also must include the redress sought. Normally, the Hearing Board will not accept the presentation of new evidence. (See AFR 7.VII.A and B; GSRR 5.4.12.1, 5.4.12.2 and 5.4.12.4.)

VIII. RECONSIDERATION:

If new evidence should arise, either party to a hearing may request the Department of Fisheries and Wildlife Hearing Board to reconsider the case within **30** days upon receipt of the hearing outcome. The written request for reconsideration is to be sent to the Chair of the Hearing Board, who shall promptly convene the Department of Fisheries and Wildlife Hearing Board to review the new material and render a decision on a new hearing. (See AFR 7.IV.G; GSRR 5.4.13.)

IX. FILE COPY:

The Chair of the Department of Fisheries and Wildlife will forward a copy of these procedures to the Office of the Ombudsperson and The Graduate School. (See AFR 7.IV.A; GSRR 5.4.1.)

Approved by Department of Fisheries and Wildlife Faculty – May 18, 2012