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THOMAS CRADY
Dean of the College

TO: The Dartmouth Community
DATE: September 19, 2008

I'm writing to update you on the Committee on Standards Review process and changes to the undergraduate disciplinary system that will become effective this fall term. First of all, I want to thank the Student Assembly and all of the students and student organizations who provided very important feedback, both before and after the COS Review Report was released for comment in May. I'd like to thank the many faculty members and administrators who contributed their thoughts to the process as well. I carefully reviewed all of the commentary and input received, beginning with the 2006-2007 Student Assembly Task Force Report and concluding with the Student Assembly COS Response to the COS Review Committee Report, dated July 3, 2008. I have been pleased to see such a high level of dialogue about such an important community issue.

The feedback we received throughout this process from students, faculty and staff was wide-ranging and often conflicting. In determining how we will move forward, my goal has been to focus on the role of the disciplinary system in supporting the College's educational mission, and the balance we need to strike between the interests of individual members of our community and the community as a whole. The decisions I've made on the COS Review Committee recommendations reflect the range of input so many of you provided over the last year and my own professional perspective and experience with these issues. For me, the bottom line is that membership in our community is a privilege and includes a responsibility to do no harm to members of the community or the community as a whole. When it appears that our Standards of Conduct have been violated and harm has been done, our process for evaluating and addressing the situation must be fair, equitable and educational.

A summary of the key decisions I have made follows. The Undergraduate Judicial Affairs Office will be holding a variety of educational programs for students in the coming months, including a mock COS hearing, and will begin offering extended COS advisor training sessions for all interested students, faculty and staff in October. Director of Judicial Affairs April Thompson and I encourage all of you to take advantage of these opportunities to learn more about standards of conduct and the disciplinary process.

Educational Outreach and Advising

- Enhanced educational outreach efforts, campus-wide COS advisor training, enhanced COS member training and support for witnesses.
- Under appropriate circumstances, both a student charged with a conduct violation and a complaining student appearing at a COS hearing may request that one current student, faculty member or administrator be permitted to attend a closed hearing to provide support.
- Information about support resources, behavioral expectations and sanctioning considerations will be widely distributed.
- Educational expectations appropriate to the circumstances may be included in individual sanctions.
- Deans will continue to work closely with students who are suspended to insure that appropriate educational and support resources are available to assist students in preparing to return to the community.

Committee Composition and Responsibilities

- Sophomores will be eligible to serve on the COS by application or election.
- Students who have previously been placed on College Discipline (probation) but are not currently on disciplinary probation will now be eligible to serve.
- Students with prior conduct suspensions will not be eligible to serve, but may participate in the process by agreeing to serve as confidential resources for students who are going through the process and by participating in Judicial Affairs educational and outreach activities.
- Academic Honor Principle hearing panels, where possible, will include a faculty member from the academic division (arts and humanities, social sciences, sciences, interdisciplinary programs) that includes the course material that is the subject of the case

Committee on Standards Hearing Procedures

- For the reasons set forth in the COS Review Committee report rationale, the standard of evidence in disciplinary hearings will continue to be the preponderance of the evidence. Witness participation in the investigation and hearing process will continue to be voluntary.
- The current practice for questioning of witnesses, under which witnesses are questioned by COS panel members and the Chair, will be continued. Students appearing before the COS may suggest questions to the Chair during the hearing and may submit proposed questions in advance if they wish. They may also comment on the evidence presented.
- Additional COS hearings will be added at the beginning of each term to accommodate any cases remaining from the previous term that could not be heard prior to the last day of classes. Under appropriate circumstances, the COS Chair may permit students participating in a COS hearing to appear by phone or video.
- We will not at this time establish a separate process for adjudicating sexual abuse cases, but welcome Student Assembly President Molly Bode's plan to form a campus committee to examine the issue of sexual abuse and assault on campus, prevention and education programs, and support for those affected.

Sanctions

- Levels of intent will be one of many factors considered in determining appropriate sanctions in individual cases. In addition to evaluating the specific facts and circumstances of each individual case, Committee on Standards hearing panels will use information about conduct expectations, aggravating and mitigating factors and outcomes of previous cases in a new format in the coming year to inform decision making in individual cases. That information is now available to the community at <http://www.dartmouth.edu/~deancoll>

Right to Review

- Students found responsible for misconduct following a COS hearing and complainants in those cases may make a request for independent review of the outcome directly to the Dean of the College. The two grounds for review will continue to be those that applied in the former request for reconsideration process: new evidence that wasn't reasonably available at the time of the hearing that would likely have affected the outcome; and procedural error that materially prejudiced the student's case. If the Dean of the College determines that there is new evidence that wasn't reasonably available and that would likely have changed the outcome, or that a procedural error occurred that materially prejudiced the case, the Dean may uphold the original decision, adjust the sanction as he deems appropriate, or refer the matter back to the dean or the COS panel that heard the case for further consideration.

Finally, there are four other issues separate from the COS Review process that I would like to address.

Academic Honor Principle and Acknowledging Sources: The Academic Honor Principle is a foundation of the College's academic community. Students who submit work which is not their own or engage in acts of academic dishonesty are subject to serious disciplinary action. All students should be familiar with the Academic Honor Principle in general (see <http://www.dartmouth.edu/~deancoll>), and with faculty Academic Honor expectations specific to each course. This past year, a faculty committee reviewed and updated a document called *Sources*, which is now called *Sources and Citations at Dartmouth*. All students will be receiving more information about that next week. I encourage all of you to review the new *Sources and Citations* guide carefully as the term begins, and to be sure you understand faculty expectations for citation, collaboration, permissible sources, and examination requirements within the context of each course in which you are enrolled. If you have any doubt about what is permissible in a particular course, please ask your faculty members.

First time alcohol violation reports: Effective immediately, first-time violations of the alcohol policy will result in a referral to Dartmouth's educational and medical intervention programs in lieu of disciplinary sanction. Given my professional experience, I am very concerned about excessive consumption of alcohol, and feel it most appropriate that we begin our institutional response to violations of our standards with focused educational activity. Students who refuse to participate in these programs as expected, or whose behavior includes additional conduct violations, will be subject to disciplinary action.

College Discipline/College Probation: The College will no longer report "College Discipline" sanctions as part of the dean's certification process for law school applicants and applicants to other programs that require the College to report a student's disciplinary record. Starting this fall term, the College will report only suspensions and separations as permanent disciplinary action, because these sanctions are severe enough to warrant removal of the offending student from the community temporarily or permanently. (Students who apply to graduate and professional programs or employers that require them to fully release information about their College record should continue to understand that *any* College sanction may become known to a prospective employer or graduate school to whom they have provided a release.) "College Discipline" will now be called "College Probation", which puts the student on notice for a specified period of time that their continued membership in the College community is at risk if they engage in any further misconduct.

Student Event Management Procedures: As upperclass students are aware, a separate committee was charged last year with reviewing the existing Student Event Management Procedures (SEMP) policy. In the coming weeks, I will be sharing the recommendations of that Committee with the community to solicit input and feedback prior to determining whether to implement them. I hope that students and student organizations will review these recommendations carefully and share the same kind of thoughtful and constructive feedback that was provided during the COS Review Process.

I encourage all of you to review the 2008-2009 *Student Handbook* and the new information about sanctioning considerations (both of which can be found at <http://www.dartmouth.edu/~deancoll>), to talk with each other, and to share your thoughts and questions with me, Director of Judicial Affairs April Thompson and with members of the Dean's Office staff. To insure that we have continued feedback from all members of the community, the COS Review blitz account will remain active. We encourage all of you to share your feedback, questions or concerns on an ongoing basis by blitzing Committee.on.Standards.Review@Dartmouth.edu. At the end of this year, I will review the effectiveness of the changes we have made, and determine whether any additional adjustments would be appropriate.

We look forward to hearing from you and working with you, and to supporting you in pursuing the academic and co-curricular activities you came to Dartmouth to experience. Best wishes for the coming academic year. I will look forward to seeing you all on campus.

Sincerely,

Tom Crady