

**CODE OF PROCEDURES FOR
SPECIAL PROFESSIONAL CONDUCT (PC) COMMITTEES
University of Nebraska-Lincoln**

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1 INTRODUCTION

1.1 Academic Rights and Responsibilities. All professional staff (including administrators and faculty members) of the University of Nebraska are entitled to enjoy and to exercise, without penalty, all the rights of an American citizen and the rights of academic freedom as specified in Regents Bylaw 4.2. It is essential to the University that all administrators and professional staff exercise these rights and respect their exercise by others, and uphold the attendant responsibilities outlined in Regents Bylaw 4.1.

1.2 Duty of University Officials to Investigate and to Take Action on Known or Alleged Discrimination. University Officials have a duty promptly to investigate and to take appropriate action on all known or alleged incidents of illegal discrimination. University officials in this context shall be defined as any individual employed by UNL with job authority or responsibility to

1.2.1 supervise, hire, assign or reassign responsibilities;

1.2.2 recommend or grant promotion or demotion; and/or

1.2.3 recommend or take any disciplinary or corrective actions.

1.3 Authority and Jurisdiction of Special PC Committees.

1.3.1 Regents Bylaws 4.16 authorizes a Faculty Professional Conduct Committee to consider complaints by any person charging a member of the professional staff with professional misconduct. The UNL Faculty Senate, with the approval of the University of Nebraska Board of Regents, has vested that authority in Special Professional Conduct Committees established under the aegis of the Academic Rights and Responsibilities Committee (ARRC). A description of the committees can be found in the Syllabus of Committees of the Faculty Senate, available from the Academic Senate Office and on the Faculty Senate website.

1.3.2 The Code entitled “Responsibilities of the Academic Rights and Responsibilities Committee and Procedures for Handling Matters of Academic Freedom and Tenure, Grievance and Professional Conduct”(“ARRC Procedures”) indicates how complaints are to be received by the ARRC, assessed for sufficiency and jurisdiction, and transmitted to a Special Committee.

1.3.3 This “Code of Procedures for Special PC Committees” indicates how a complaint alleging professional misconduct other than Federal Misconduct in Science is to be handled after the ARRC has transmitted it to a Special PC Committee. Complaints alleging violation of Federal Misconduct in Science Regulations should be directed to the Office of the Vice Chancellor for Research and Economic Development for resolution under the “University of Nebraska-Lincoln Policies and Procedures for Responding to Allegations of Research Misconduct.”

1.3.4 The ARRC Procedures and the Code of Procedures for Special PC Committees in their current form are available from the Faculty Senate Office and on the Faculty Senate website. Any faculty member contemplating filing a complaint with the ARRC should first consult both documents. For information and advice concerning these procedures, contact the Chair of the ARRC.

2 DEFINITIONS

As used in this Code of Procedures for Special PC Committees, unless the context otherwise requires:

2.1 Chancellor shall mean the Chancellor of UNL.

2.2 Days shall mean days on which University offices are open for business.

2.3 Faculty Member shall mean any staff member of UNL holding the academic rank of lecturer or above or equivalent rank (Regents Bylaws 3.1.1.1 and 4.4).

2.4 Federal Misconduct in Science Regulations shall mean regulations covering misconduct in federally sponsored scientific research, particularly, but not exclusively, that funded by the Public Health Service. Consult the Office of the Vice Chancellor for Research to determine projects covered by these regulations.

2.5 In Writing and Written, when used to describe a communication, shall mean that the communication so described shall be either a paper document signed by the sender or an electronic communication that can be readily accessed by the sender and by the recipient.

2.6 Parties shall mean the complainant(s) and the respondent(s).

2.7 President shall mean the President of the University of Nebraska and shall include the authorized representative of the President. The President shall not extend such authorization to the Chancellor or staff members of any campus of the University.

2.8 Section, unless otherwise noted, refers to a section of this Code of Procedures for Special PC Committees.

2.9 Vice Chancellor for Research shall include the authorized representative of the Vice Chancellor. The Vice Chancellor shall not extend such authorization to Deans with collegiate or divisional responsibility or to a staff member of any such college or division.

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3 GENERAL RULES GOVERNING SPECIAL PC COMMITTEES

3.1 Quorum.

3.1.1 Each Special PC Committee has six faculty members.

3.1.2 If a member of the Special PC Committee withdraws or is barred prior to commencement of the Investigative Hearing, the Chair of the Special PC Committee shall notify the Chair of the ARRC, and the Chair of the ARRC shall make every reasonable effort to appoint a suitable replacement as provided in Section 3.3.4 of the ARRC Procedures. In an emergency, and with the consent of the parties, a hearing may be conducted with one faculty member absent, but a faculty member absent from the hearing may not participate in subsequent deliberations. In no case may the Special PC Committee proceed with the Investigative Hearing with fewer than five faculty members present.

3.2 Voting. The Special PC Committee may take action only on concurrence of four faculty members. The Chair may vote.

3.3 Expiration of Term. A member of the Special PC Committee whose term on the ARR Panel expires during a case shall continue to serve until the case is concluded.

3.4 Conflict of Interest. Conflict of Interest occurs when a member of the Special PC Committee

3.4.1 is in the same department or equivalent unit as a party or witness; or

3.4.2 answers directly to a party or witness; or

3.4.3 has a direct voice in the salary or working conditions of a party or witness; or

3.4.4 has, or reasonably appears to have, a personal interest in the case or its outcome; or

3.4.5 has provided counsel or assistance to a party relating to the professional misconduct allegation; or

3.4.6 has participated in the efforts of an organization to provide counsel or assistance to a party relating to the case; or has any other relationship with a party that might prevent impartiality.

When a member of the Special PC Committee discovers that the member has a conflict of interest, the member shall voluntarily withdraw from participation. When a member of the Special PC Committee is alleged to have a conflict of interest and the member does not voluntarily withdraw, the ARRC shall review the allegation and, if a conflict of interest is found, shall bar that person from further participation.

3.5 Communications.

3.5.1 The Chair of the Special PC Committee receives communications for the Committee and speaks for it. Both complainant and respondent shall address communications concerning the case only to the Chair of the Special PC Committee. Special PC Committee members should discourage contacts outside the regular process, and should direct those who make them to the Chair of the Special PC Committee.

3.5.2 The Chair of the Special PC Committee shall keep all parties informed of any substantive communications and contacts, including those that arise outside the normal process.

3.5.3 If the Chair of the Special PC Committee has difficulty communicating with a party or other necessary participant, the Chair of the Special PC Committee may consult with the Chair of the ARRC about ways to resolve the communication problem.

3.6 Dissemination of Personnel Information. Participation in Special PC Committee proceedings makes participants privy to sensitive information and allegations involving the personal and professional lives of members of the University community. UNL Bylaw 2.10 describes limitations on the collection and dissemination of personnel information. Some information obtained as part of a PC proceeding may be protected against broader dissemination by this Bylaw. Violators of this Bylaw could be subject to sanctions for professional misconduct.

3.7 Closed Hearings. PC hearings ordinarily are closed to the public. If the Investigative Hearing is closed to the public, then only those persons identified in Section 6.1 may be present. When an administrative officer is the complainant, then the Investigative Hearing shall be open to the public if requested to be so by the respondent prior to the conclusion of the Pre-Hearing Conference.

3.8 Academic Advisors. Each party may choose an Academic Advisor who may accompany and advise the party at the Pre-Hearing Conference and the Investigative Hearing. A party's academic advisor may consult privately with that party. At the Pre-Hearing Conference and the Hearing, academic advisors may respond to questions from the Chair and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Hearing. The role of Academic Advisor is open to any person who:

3.8.1 is a member of the UNL Academic Assembly (UNL Bylaw 3.3.1) or has emeritus faculty status at UNL;

3.8.2 is not in the same department or equivalent unit as a witness (other than the party being advised) before or a member of the Special PC Committee;

3.8.3 has no other relationship with a member of the Special PC Committee that might create, or reasonably might seem to create, a conflict of interest for that Special PC Committee member;

3.8.4 has no direct voice in the salary or working conditions of a party or witness; and

3.8.5 has no other relationship with a party, an organization, or a witness that might interfere with the investigative process.

3.9 Counsel and Advice for the Special PC Committee.

3.9.1 Because of potential conflicts of interest, the Special PC Committee shall not seek or accept advice from anyone to whom a party is answerable or who may be in a position of giving advice or legal counsel to a party or to any person or body that may later act on the Report of the Special PC Committee.

3.9.2 The Chair of the Special PC Committee may receive advice from the ARRC attorney

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selected pursuant to section 3.10.2 of the ARRC Procedures but may not have an attorney present at the Investigative Hearing.

3.9.3 Nothing in this Section 3.9 shall prevent full participation by a member of the Special PC Committee who is also an attorney.

3.10 Termination of Pending PC Proceedings.

3.10.1 If at any time all complainants in writing ask the Chair of the Special PC Committee that the Formal Written Complaint be withdrawn, or all parties in writing notify the Chair of the Special PC Committee that they have reached a settlement of the case, the Special PC Committee shall terminate the proceedings and shall not deliver the Final Report described in Section 8. However, in such circumstances the Special PC Committee may, on its own initiative, make written recommendations authorized by Sections 8.2.2 and 8.2.3

3.10.1.1 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the filing of the complaint; and

3.10.1.2 concerning ways to correct any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the complaint.

Termination of the proceedings under this section shall not preclude the Special PC Committee, or members of the Special PC Committee, from making the “Communications Regarding Matters Outside the Scope of the Formal Written Complaint” authorized by Section 10.

3.10.2 Resignation from the University by any party shall not necessarily prevent the Special PC Committee from completing its deliberations and delivering the Final Report described in Section 8.

3.11 Timely Completion. Unless the ARRC, for good cause shown, authorizes a longer period of time, the Special PC Committee shall complete its investigation and deliver its report within 150 days of receiving the Formal Written Complaint from the Chair of the ARRC.

3.12 Adherence to Procedures.

3.12.1 If a party has good reason to believe that the Special PC Committee is out of compliance with these procedures, the matter should be brought to the attention of the Chair of the Special PC Committee. Procedural questions that the Chair of the Special PC Committee cannot resolve promptly and that are so important that failure to resolve them would undermine the credibility of the Special PC Committee may be referred by the Chair of the Special PC Committee or by a party to the ARRC for resolution. The ARRC shall resolve the issues after obtaining the views of the parties and of the Special PC Committee. The Chair of the ARRC shall inform the parties and the Special PC Committee of the ARRC decision and direct them to follow the decision.

3.12.2 If a party has good reason to believe that the ARRC is out of compliance with these procedures or the ARRC Procedures, the party may invoke Section 6.2 of the ARRC Procedures.

4 GENERAL RESPONSIBILITIES OF THE CHAIR OF THE SPECIAL PC COMMITTEE, NOTICE, RESPONSE, ALLEGATIONS OF CONFLICT OF INTEREST, AND CHALLENGES TO THE ELIGIBILITY OF PROPOSED ACADEMIC ADVISORS

4.1 General Responsibilities of the Chair of the Special PC Committee. The responsibilities of the Chair of the Special PC Committee include:

4.1.1 convening and presiding over meetings of the Special PC Committee;

4.1.2 receiving communications for the Special PC Committee and speaking for it;

4.1.3 ensuring that all substantive communications regarding the PC are made available to all parties;

4.1.4 maintaining a complete case file, including a record of all substantive communications, documents, verbatim transcripts of the investigative hearing (if applicable), committee actions, and committee reports;

4.1.5 providing a copy of the Formal Written Complaint, the Formal Written Response, the current ARRC Procedures, and the current Code of Procedures for Special PC Committees to each member of the Special PC Committee, and to the ARRC Observer, if any;

4.1.6 arranging for accommodations for the Pre-Hearing Conference and for the Investigative Hearing, taking into account such factors as the time needed, the space needs of the Special Committee and parties and witnesses, the need for a separate accommodation for witnesses while waiting to testify, and access to other facilities that may be needed;

4.1.7 moving the proceedings toward a conclusion as expeditiously as reasonably possible while respecting the rights and needs of all participants;

4.1.8 notifying the Chair of the ARRC of any withdrawal from the Special PC Committee to permit timely appointment of a substitute as provided in Section 3.3.5 of the ARRC Procedures;

4.1.9 reminding participants of limitations on the dissemination of personnel information set forth in Section 3.6;

4.1.10 arranging for timely consultation with the Chair of ARRC should procedural disputes arise;

4.1.11 keeping accurate records of expenditures for activities of the Special Committee and arranging for reimbursements from the Chancellor's office; and

4.1.12 when the complainant is an administrative officer, arranging for the court reporter and verbatim transcript required by Section 6.5.

4.2 Written Notice to the Parties. Within 7 days after the Special PC Committee has been convened, the Chair of the Special PC Committee shall send to each party the following:

4.2.1 a copy of the Formal Written Complaint;

4.2.2 a copy of the current Procedures of the Academic Rights and Responsibilities Committee;

4.2.3 a copy of the current Code of Procedures for Special PC Committees;

4.2.4 a list of the members of the Special PC Committee;

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4.2.5 the name of the ARRC Observer or, if no ARRC Observer has been appointed, notice to the parties that they are entitled to request that an ARRC Observer be appointed; and

4.2.6 notice of the deadlines established in Section 4.3 and 4.4.

4.3 Formal Written Responses from Respondents: Mandatory Elements and Deadline for Filing. Within 20 calendar days from the date of receipt of the Formal Written Complaint from the Chair of the Special PC Committee, each respondent shall file a Formal Written Response with the Chair of the Special PC Committee.

4.3.1 Mandatory Elements. Each Formal Written Response shall contain a clear and concise statement indicating which, if any, of the facts alleged in the Formal Written Complaint the respondent wishes to contest and a clear and concise statement indicating any ameliorating or other additional facts the respondent wishes to allege. Under Sections 4.5 and 7.2, if a respondent fails to file a timely Formal Written Response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

4.3.2 Optional Elements. In addition, the Formal Written Response may include the following:

4.3.2.1 a clear and concise statement indicating which, if any, of the standards identified in the Formal Written Complaint the respondent wishes to contest;

4.3.2.2 a clear and concise statement of the standards, if any, the respondent believes to be appropriate for evaluating the complaint;

4.3.2.3 a clear and concise statement indicating which, if any, of the violations alleged in the Formal Written Complaint the respondent wishes to contest;

4.3.2.4 a clear and concise statement indicating which, if any, of the proposed remedies, sanctions, or other personal relief or prospective institutional change the respondent believes would be inappropriate.

The Chair of the Special PC Committee may extend these deadlines for good cause shown.

4.4 Deadline for Requests from Any Party Requesting an Academic Advisor, an ARRC Observer, and for Allegations of Conflict of Interest. Within 15 days from the date of receipt of the Formal Written Complaint from the Chair of the Special PC Committee,

4.4.1 any party wishing to be advised by an academic advisor shall file a written request with the Chair of the Special PC Committee identifying the proposed academic advisor;

4.4.2 any party wishing to request that the ARRC appoint an ARRC Observer shall file a written request with the Chair of the Special PC Committee;

4.4.3 any party wishing to allege that a member of the Special PC Committee has a conflict of interest shall file a written statement with the Chair of the Special PC Committee setting forth the basis for the challenge.

The Chair of the Special PC Committee may extend these deadlines for good cause shown.

4.5 Procedure If No Respondent Files a Timely Formal Written Response. If no respondent files a timely Formal Written Response, the uncontested allegations of fact in the Formal Written

Complaint shall be deemed to be true, and the Chair of the Special Committee shall so notify the parties and shall schedule a meeting of the Special PC Committee to prepare the Final Report required by Section 8.

4.6 Procedure If a Respondent Files a Timely Formal Written Response. If any respondent files a timely Formal Written Response, the Chair of the Special PC Committee shall

4.6.1 determine whether proposed academic advisors are eligible under Section 3.8, and if any party's proposed academic advisor is not eligible, invite that party to propose an eligible academic advisor;

4.6.2 forward to each complainant and to each respondent a copy of each Formal Written Response and the names of proposed academic advisors; and

4.6.3 forward to the Chair of the ARRC any request that an ARRC Observer be appointed.

4.7 Party Challenges to Proposed Academic Advisors or ARRC Observer.

4.7.1 Any party may in writing challenge the eligibility of a proposed academic advisor by delivering the challenge to the Chair of the Special PC Committee within 7 days after receipt of the name of the proposed academic advisor. If a challenged proposed academic advisor does not voluntarily withdraw, the Chair of the Special PC Committee shall determine whether the proposed academic advisor is eligible. If the proposed academic advisor is not eligible, the party may propose another academic advisor. If the new proposed academic advisor appears to be eligible, the Chair of the Special PC Committee shall notify parties of the new proposed academic advisor and afford parties an opportunity to challenge the new proposed academic advisor.

4.7.2 Any party may in writing challenge the eligibility of a proposed ARRC Observer by delivering the challenge to the Chair of the Special PC Committee within 7 days after receipt of the name of the proposed ARRC Observer. The Chair of the Special PC Committee shall forward the challenge to the Chair of the ARRC. If a challenged ARRC Observer does not voluntarily withdraw, the Chair of the ARRC shall determine whether the proposed ARRC Observer is eligible. If the proposed ARRC Observer is not eligible, the ARRC may in writing propose another ARRC Observer to the Chair of the Special Committee. The Chair of the Special Committee shall in writing notify parties of the new proposed ARRC Observer and afford parties an opportunity to challenge the new proposed ARRC Observer.

5 PRE-HEARING CONFERENCE

5.1 Purpose. As soon as possible after giving notice of a Formal Written Response contesting any allegations of the Formal Written Complaint and resolving any issues involving conflicts of interest and eligibility of proposed academic advisors and ARRC Observers, the Chair of the Special PC Committee shall arrange a Pre-Hearing Conference with all parties in attendance

5.1.1 to clarify the issues involved;

5.1.2 to identify uncontroverted facts;

5.1.3 to explore the possibility of a voluntary settlement of the case;

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5.1.4 to explain procedures applicable to the Investigative Hearing; and

5.1.5 to establish procedures for setting the date, time, and place of the Investigative Hearing.

At the Pre-Hearing Conference each party shall provide every other party and the Chair of the Special PC Committee with a copy of any documentation to be introduced by the party at the Investigative Hearing and with a list of any witnesses to be called by the party at the Investigative Hearing. No witnesses or documents not so provided shall be heard or received at the Investigative Hearing, except in cases of surprise, or for the purpose of rebutting oral testimony, or for other justifiable cause found to exist by the Special PC Committee.

5.2 Persons Who May Attend and Participate in the Pre-Hearing Conference:

5.2.1 the Chair of the Special PC Committee;

5.2.2 the parties;

5.2.3 each party's attorney, if any;

5.2.4 each party's academic advisor, if any;

5.2.5 the ARRC attorney, if requested by the Chair of the Special PC Committee; and

5.2.6 the ARRC Observer, if any.

After the Pre-Hearing Conference, the Chair of the Special PC Committee will provide in writing to all parties a list of the uncontroverted facts established in the Pre-Hearing Conference as well as a list of issues to be resolved during the Investigative Hearing by the Special PC Committee.

5.3 Meeting of the Special PC Committee after the Pre-Hearing Conference and Before the Investigative Hearing.

As soon as possible after the conclusion of the Pre-Hearing Conference, the Chair of the Special PC Committee shall provide each member of the Special PC Committee with the following:

5.3.1.1 a copy of the Formal Written Complaint and a copy of each Formal Written Response;

5.3.1.2 a copy of each party's written list of witnesses to be called and documentation to be introduced at the Investigative Hearing;

5.3.1.3 a written summary of matters decided at the Pre-Hearing Conference.

5.3.2 After a reasonable time to permit members of the Special PC Committee to review of these materials, the Chair of the Special PC Committee shall convene a meeting of the Special PC Committee, with only members of the Special PC Committee present, to determine whether the Special PC Committee wishes to call any additional witnesses or request any additional documentation. If the Special PC Committee decides to call any additional witnesses or request any additional documentation, the Chair of the Special PC Committee shall notify the parties in writing and shall make arrangements for any additional witnesses and documentation to be presented at the Investigative Hearing.

5.4 Notice of Investigative Hearing. As soon as possible after the conclusion of the meeting of the Special PC Committee in accordance with Section 5.3, the Chair of the Special PC Committee shall in writing give notice of the date, time, and place of the Investigative Hearing

to

- 5.4.1 each party;
- 5.4.2 each member of the Special PC Committee;
- 5.4.3 each party's attorney, if any;
- 5.4.4 each academic advisor, if any;
- 5.4.5 the ARRC Observer, if any;
- 5.4.6 the Chair of the ARRC.

6 INVESTIGATIVE HEARING

6.1 Persons Who May Attend the Investigative Hearing:

- 6.1.1 members of the Special PC Committee;
- 6.1.2 the parties;
- 6.1.3 each party's attorney, if any;
- 6.1.4 each party's academic advisor, if any;
- 6.1.5 the ARRC Observer, if any;
- 6.1.6 the court reporter, if applicable;
- 6.1.7 witnesses, but no witness shall be present except when that witness is testifying and responding to questions.

6.2 Order of Investigative Hearing. The usual sequence of an Investigative Hearing is as follows:

- 6.2.1 introductions of all present (this will be repeated for each witness);
- 6.2.2 introduction of the case by the Chair of the Special PC Committee;
- 6.2.3 complainant(s)' presentation of the Formal Written Complaint and evidence in support of the Formal Written Complaint, including all documentation and all witnesses;
- 6.2.4 respondent(s)' presentation of the Formal Written Response and evidence in support of the Formal Written Response, including all documentation and all witnesses;
- 6.2.5 presentation of documentation and testimony of witnesses requested by the Special PC Committee;
- 6.2.6 rebuttal in support of the Formal Written Complaint;
- 6.2.7 closing statement(s) by Complainant(s), followed by closing statement(s) by Respondent(s);
- 6.2.8 statement by the Chair of the Special PC Committee thanking participants and explaining post-Investigative-Hearing procedures.

This order may be varied if the Chair of the Special PC Committee determines that a clearer way of exploring the issues can be achieved, and if the Special PC-A PC Committee and the parties agree.

6.3 Evidence and Witnesses.

- 6.3.1 The Special PC Committee may direct the parties, faculty members, and other officers of the University to produce specific relevant documents (including personnel and student records) for introduction at the Investigative Hearing. The parties shall be afforded an opportunity to obtain necessary witnesses and documentary evidence. All parties will

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cooperate with the Special PC Committee in securing witnesses and in making available documentary and other evidence.

6.3.2 Members of the UNL community shall cooperate with the Special PC Committee in providing testimony or documents; however, a person shall not be required to give testimony or to produce documents in regard to any confidential communication for which the law provides a privilege. Refusal by anyone to provide documents or to testify in regard to any communication for which the law does not provide a privilege obstructs the process and shall be taken into consideration by the Special PC Committee in its deliberations and in its preparation of the Final Report.

6.3.3 Testimony shall be taken under oath. Each party shall have the right to cross-examine witnesses who testify and shall have the right to submit rebuttal testimony. Witnesses may testify and evidence may be received not only concerning relevant facts but also concerning relevant standards. Witnesses not able to attend the hearing may provide testimony in writing. In cases where the grounds for professional misconduct are based in whole or in part on questions of professional competence, relevant testimony concerning professional competence from individual colleagues, students, and others from this, or other institutions may also be admitted.

6.3.4 The Special PC Committee will not be bound by strict rules of legal evidence and may admit any evidence which is of probative value in determining the issues involved. Every possible effort will be made to obtain the most reliable evidence available. The Chair of the Special PC Committee may bar the introduction of documents, evidence, questions, and testimony reasonably deemed irrelevant, immaterial, not-competent or unduly repetitious. The Chair of the Special PC Committee also may bar the introduction of documents, evidence, and testimony if introduction would unfairly surprise another party and if the documents, evidence, or testimony could, with reasonable diligence, have been discovered or produced before the Pre-Hearing Conference. A party adversely affected by a decision to bar the introduction of evidence may appeal the decision of the Chair to the full Special PC Committee.

6.3.5 The Chair of the Special PC Committee may in appropriate circumstances temporarily adjourn the Investigative Hearing.

6.4 Format of Presentations and Questions. To preserve orderly and civil proceedings, the Investigative Hearing shall be conducted by the Chair of the Special PC Committee as follows:

6.4.1 No person shall speak without prior recognition by the Chair of the Special PC Committee.

6.4.2 Each party and each witness may be questioned by members of the Special PC Committee after the end of the presentation of that party or witness.

6.4.3 When the Special PC-A PC Committee has finished questioning a party or witness, each party may question that party or witness; alternatively, the parties may submit questions to the Chair of the Special PC-A PC Committee which the Chair of the Special PC Committee may ask on their behalf.

6.4.4 The Chair of the Special PC Committee may bar questions under Section 6.3.3. A party adversely affected by a decision to bar a question may appeal the decision of the Chair to the full Special PC Committee

6.4.5 A party's academic advisor may consult privately with that party, may respond to questions from the Chair, and may address procedural questions to the Chair, but under ordinary circumstances may not otherwise participate in the Investigative Hearing.

6.5 Record of Hearing

When the complainant is an administrative officer, the Chair of the Special PC Committee shall arrange for a court reporter to be present at the Investigative Hearing to produce a verbatim record of the Investigative Hearing. Bills for the court reporter's services shall be processed through the office of the General Counsel of the University. The verbatim record shall be made available to the parties and to the Special PC Committee prior to the deliberations and decision of the Special PC Committee required by Section 7. The verbatim record also shall be made available for inspection by the public as set forth in Section 8.3.

7 DELIBERATIONS AND DECISION

7.1 All deliberations shall be conducted in executive session with no one present except members of the Special PC Committee, and the ARRC attorney, if invited.

7.2 The complainant bears the burden of proving relevant facts by a preponderance of the relevant evidence. If a respondent fails to file a timely written response or otherwise fails to contest an allegation of fact, the uncontested allegations of fact shall be deemed to be true.

7.3 Refusal by anyone to provide documents or to testify obstructs the process and shall be taken into consideration by the Special PC Committee in its deliberations and preparation of the Final Report.

7.4 The standards against which the charges are to be judged include applicable state and federal law; University bylaws, rules and regulations; established policies of the relevant administrative unit; appropriate professional and discipline based standards; applicable contracts; and academic principles and tradition. In the event of conflict between different University bylaws, rules or regulations, those of the more inclusive administrative unit shall prevail.

7.5 Students or staff added to a Special PC Committee pursuant to Section 3.3.6 of the ARRC Procedures may participate fully in discussions, hearings, and deliberations of the Special PC

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Committee, but may not vote. If the opinion of students or staff added to the Special PC Committee differs from that of the regular members of the Special PC Committee, their opinion and the rationale for that opinion shall be included in the report of the Special PC Committee.

8 THE FINAL REPORT

When the Special PC Committee has completed its deliberations it shall prepare a Final Report setting forth the Special PC Committee's disposition of each charge of professional misconduct in the Formal Written Complaint. Communications regarding matters outside the scope of the Formal Written Complaint shall be addressed in accordance with the rules set forth in Section 10 below. The Final Report shall be limited to the following mandatory and optional elements.

8.1 Mandatory Elements of the Final Report. The Final Report shall contain, with respect to each charge of professional misconduct alleged in the Formal Written Complaint:

8.1.1 specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based;

8.1.2 identification of the standards against which the charge of professional misconduct is being judged;

8.1.3 the Special PC Committee's conclusions concerning whether applicable standards have been violated; and

8.1.4 if the opinion of students or staff added to the Special PC Committee pursuant to Section 3.3.6 of the ARRC Procedures differs from that of the regular members of the Special PC Committee, their opinion and the rationale for that opinion.

Before preparing the elements of the Final Report required by Sections 8.1.2 and 8.1.3, the Chair of the Special PC Committee shall send to each party a copy of a provisional draft of the specific findings of relevant fact and reference to the evidentiary foundations upon which those findings are based required by Section 8.1.1. Each party shall have five days after receipt of the provisional draft to submit written comments to the Chair of the Special PC Committee suggesting specific changes to correct specific alleged inaccuracies in the provisional draft. No changes based upon such comments shall be made to the provisional draft without first providing other parties an opportunity to respond to the comments. If the Special PC Committee decides not to make changes suggested in a written comment, that written comment and the Special PC Committee's reasons for that decision shall be appended to the Final Report.

8.2 Optional Elements of the Final Report. In addition, the Final Report may contain one or more of the following:

8.2.1 Recommendations. The Final Report may include recommendations:

8.2.1.1 concerning appropriate sanctions for a respondent found to have committed professional misconduct, including but not limited to

8.2.1.1.1 formal censure,

8.2.1.1.2 restitution;

8.2.1.1.3 non-reappointment at the end of the respondent's specific term appointment,

- 8.2.1.1.4 removal from an administrative position,
- 8.2.1.1.5 reduction in salary or adjustment in responsibilities,
- 8.2.1.1.6 recommendation by the Chancellor to the President that the respondent be terminated under Regents Bylaws 4.7, 4.8, 4.9, 4.11, or 4.12;

8.2.1.2 concerning ways to redress the consequences of any professional misconduct by the respondent;

8.2.1.3 concerning ways to prevent recurrence of acts, decisions, or circumstances which may have contributed to the professional misconduct by the respondent;

8.2.1.4 concerning correction of any deficiencies or anomalies found in the substance or application of bylaws, rules, regulations, policies, procedures, or customs which may have contributed to the filing of the charge of professional misconduct against the respondent.

8.2.2 Concurring or Dissenting Opinions. The Final Report may include concurring or dissenting opinions, or both, concerning any mandatory or optional element of the report.

8.3 Delivery and Archiving of Verbatim Record (if applicable), Case File, and Final Report.

8.3.1 The Chair of the Special PC Committee shall

8.3.1.1 deliver a copy of the Final Report to each party, to the Chancellor (or, if the Chancellor is a party, to the President), to the Chair of the ARRC, and to the President of the Faculty Senate;

8.3.1.2 if the allegations of professional misconduct included allegations of unlawful discrimination, including sexual and other prohibited harassment, deliver a copy of the Final Report to the Office of Institutional Equity and Compliance; and

8.3.1.3 deliver a copy of the Final Report, a copy of all exhibits, and a copy of the case file required by Section 4.1.4 to the Coordinator of the Faculty Senate.

8.3.2 The Coordinator of the Faculty Senate shall

8.3.2.1 obtain a copy of the official record of actions taken against the respondent(s), if any;

8.3.2.2 place one copy of the Final Report, a copy of all exhibits, ~~and~~ a copy of the case file required by section 4.1.4, and the official record of action taken (if any) in ARRC archives in the Faculty Senate Office under specified conditions of access; and

8.3.2.1 deposit a second copy of the Final Report, a copy of all exhibits, ~~and~~ a copy of the case file required by section 4.1.4, and the official record of action taken (if any) in the University Archives under specified conditions of access.

9 FOLLOW UP TO THE REPORT

9.1 Chancellor's (or President's) Response to Recommendations. In response to recommendations made by the Special PC Committee, the Chancellor (or, if the Chancellor is a party or witness, the President) shall within 30 days provide a written response to the Chair of the ARRC indicating:

9.1.1 the recommendations that have been accepted and the action taken;

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9.1.2 the recommendations that have been rejected in part or completely; and

9.1.3 for each recommendation rejected, reasons responsive to the Committee's rationale for proposing it.

The Chancellor (or President) shall decide upon Special Professional Conduct Committee recommendations on the basis of the evidence submitted to the Special Professional Conduct Committee and the report of the Special Professional Conduct Committee. Unless clearly erroneous, the findings of fact made by the Special Professional Conduct Committee shall be accepted. The Chancellor (or President) shall give the Special Professional Conduct Committee's findings and conclusions due consideration, and shall take into account the fact that the Special Professional Conduct Committee is a representative committee of the faculty and had the opportunity to see and hear the witnesses who testified personally before the Special Grievance Committee.

Copies of the Chancellor's (or President's) written response shall be sent to the parties, to the Special Professional Conduct Committee, to the President of the Faculty Senate, and to the Coordinator of the Faculty Senate for inclusion in the case files in the ARRC archives and in the University Archives. If the response rejects or changes the recommendations made by the Special PC Committee, the ARRC shall inform the President of the Faculty Senate who shall provide each member of the Senate Executive Committee with a copy of the Final Report and of the response and shall put the matter on the agenda of the next Senate Executive Committee meeting for whatever action the Senate Executive Committee may deem appropriate.

9.2 ARRC Review of Implementation of Recommendations. The ARRC shall determine the extent to which recommendations of the Special PC Committee have been implemented and shall report its findings to the President of the Faculty Senate and in its annual report to the Senate.

9.3 ARRC Meeting with the Special PC-A PC Committee. After the Final Report has been filed, the ARRC shall meet with the Special PC Committee and any others considered appropriate by the Chair of the ARRC to thank the Special PC Committee for its work, to collect all copies of documents, and to hear from the Special PC Committee any suggestions about how the work of the ARRC and its special committees might be improved.

10 COMMUNICATIONS REGARDING MATTERS OUTSIDE THE SCOPE OF THE FORMAL WRITTEN COMPLAINT

10.1 In the course of an investigation, one or more members of the Special PC Committee may conclude that the Special PC Committee has heard allegations or otherwise discovered information which, though outside the scope of the Formal Written Complaint and thus not subject to full investigation and evaluation by the Special PC Committee, nonetheless suggests that actions or decisions have been taken or may be taken in violation of law, University policy, or academic principle.

10.2 Such concerns shall not be addressed in the Final Report of the Special PC Committee required by Section 8.0. However, the Special PC Committee acting through its chair, or any member or members of the Special PC Committee, may communicate those concerns in writing to the

appropriate administrator for investigation and for whatever corrective action may be appropriate. In shaping the contents of and determining the recipients for such communications, those preparing the communications shall consult with the Chair of the ARRC.

- 10.3** A copy of any such communication to an administrator shall at the same time be sent to
- 10.3.1** the Chancellor; and
 - 10.3.2** the Chair of the ARRC; and any individual on whose actions, decisions, or practices the communication reflects; and if the communication reflects on the actions, decisions, or practices of a committee or unit, the individual who heads that committee or unit
 - 10.3.3** if the communication reflects on the actions, decisions, or practices of the Chancellor, the President; and
 - 10.3.4** if the communication includes concerns about alleged unlawful discrimination, including sexual or other prohibited harassment, the UNL Office of Institutional Equity and Compliance or its successor if the office is renamed.

10.4 Such communications shall be deemed to be a part of the responsibility of Special PC Committee members and, as such, to be subject to the same protections afforded all Special PC Committee activities by Section 6.8 of the Regents Bylaws.