

Joint Disciplinary and Grievance Committee

Annual Report AY 2020-2021

As per the Faculty Council By-Laws

(https://www.umb.edu/faculty_staff/faculty_council/bylaws_and_constitution)

22. Joint Discipline and Grievance Committee

A. This committee shall:

1. Review and recommend to the Faculty Council and the Student Senate discipline and grievance policies and procedures.
2. Exercise jurisdiction over individual cases as specified in any discipline and grievance policies which may be approved by the Faculty Council, the Student Senate, the Administration and the Board of Trustees.

B. Composition:

1. Voting members: Refer to 10 A.5. Membership. Plus five students chosen by the Student Senate and GSA with the appointment of seats for the two associations based on the proportion of the total number of undergraduate and graduate students on campus; each of these two associations must have at least one representative. One representative from the Professional Staff Association.
2. Non-voting members: Dean of Students ex officio

9. Duties

A. Standing committees shall:

1. Meet at least once every semester;
2. Exercise their powers and duties as prescribed by the Constitution and by these bylaws;
3. Keep and distribute minutes of all meetings. Two copies of all minutes, together with relevant documents shall be placed on file with the Chair of the Faculty Council who shall make them available to inquiring faculty members. One copy of all minutes and

relevant documents shall be sent to each of the following: The Chancellor, the Provost, and such others as the Faculty Council may designate;

4. Prepare and submit an annual report by June 1st of each year, and such other reports as may be ordered. Besides reporting on the completed action of the committee, the annual report shall also delineate areas of future concern for the committee;
5. Establish and appoint such subcommittees as are provided by bylaw or as may be deemed necessary provided that the chairperson shall be drawn from the membership of the committee.

VOTING MEMBERS

Faculty	College/School	Term
*Jacqueline Fawcett	CNHS	2018-2021
Maria John	CLA	2018-2021
Chandra Yelleswarapu	CSM	2018-2021
David Patterson	CLA	2018-2021
Lisa Rivera	CLA	2018-2021
Laura Bozeman	CEHD	2018-2021
Yijia (Eddie) Zhao	CM	2018-2021
Phil Gona	CNHS	2018-2021
Luis Jiménez	CLA	2018-2021
Adenrele Awotona	SE	2020-2023
Mridula Satyamurti	CSM	2020-2023

*Chairperson

Non-Voting Members (Students)

Undergraduates

Collin Matson	CLA	2018-?
Laura Goggin	CSM	2018-?

Graduate Students

Grace Furtado	CLA	2018-?
Emmanuel Saake	CSM	2018-?
Anusha Satturu	MGT	2018-?

Other faculty, as well as graduate and undergraduate students, had indicated their availability to serve on appeal panels.

Associate Vice Provost Karen Ricciardi served as the ex-officio member of the committee for most of the academic year. Her responsibilities for receiving reports of academic dishonesty and appeals from student, as well as organizing appeal panel hearings, continued until March 2021, when these responsibilities were moved to the Office of the Provost. A May 28 2021 email announcement from the Provost sent to Deans' Council members indicated that beginning June 1, 2021, faculty should "contact Vice Provost Liya Escalera with any general questions or concerns related to Undergraduate Studies." It is not clear, however, faculty reports pertaining to charges of academic dishonest are included in general questions or concerns about Undergraduate Studies. Furthermore, the committee members do not know who will be reviewing the charges, imposing the initial sanctions, and conducting appeals

Karen Ricciardi (personal communication, April 30, 2021) reported "There were 170 reports of dishonesty in the fall 2020 and 21 appeals (10 of suspension and 11 of the dishonesty charge). One student was found not responsible and no suspensions were overruled. In total, 18 students were suspended in the fall 2020. This spring 2021 there have been 49 reports of dishonesty and one appeal."

More recently, Karen Ricciardi (personal communication, May 27, 2021) reported, "I have been receiving the reports of dishonesty. Last semester 15 students were suspended for the spring and summer, and the Associate Provost revised the sanction to spring only. This semester, I have also been responding to multiple charges by meeting with students and having them write a reflection, as the Associate Provost has directed me to do. To date, there have been 8 multiple offenses this semester. The first was the case where I was not informed of the change in response, and my suspension was revised to requiring that the student create a video for social media [see paragraph below]. Two students met with me and wrote a reflective response. One student did not respond to me and four are recent reports that will be managed by Vice Provost Escalera. More reports of dishonesty are being reported, so there may be more multiple offenses." Continuing, Dr. Ricciardi (personal communication, May 27, 2021) reported, "Since April 30th, there have been 19 additional reports of dishonesty submitted. Up to 20 additional reports may be submitted next week [week of May 31, 2021]. One professor has shared that he has discovered 18 incidents in his classes. Liya Escalera will be receiving these reports."

The hearing for the appeal identified by Dr. Ricciardi of a university-level sanction reported by Dr. Ricciardi was held on March 10th, which was moderated by the Associate Provost and was held in accordance with a Guidance document developed by members of the Office of the Provost within the context of the Provost's requirement for restorative justice. The final outcome of the appeal was overturning the university-level sanction of suspension and imposition of two educational options by the Provost—a special workshop on plagiarism for the student, conducted by a member of the Provost's Office, and a video about academic integrity developed by the

student with assistance from the member of the Provost's Office and the UMass Boston IT department. The video was posted on the UMass Boston's social media site at <https://www.youtube.com/watch?v=NSUdNJALWR0>. It is not known by the members of this committee whether the voice on the video is that of the student.

The voting faculty members of the Joint Disciplinary and Grievance Committee met with the Provost and the Associate Provost on April 27 2021. At that time, the Provost indicated that all discussion of any needed revisions for the Guidance document, as well as the management of faculty-level sanctions, along with what would be appropriate educational options (instead of punitive options such as course failure or suspension) would occur in fall 2021. Although the committee was told by the Provost that a brief summary of this meeting, along with the Guidance will be sent to us, we have not yet received any communications about the meeting. ..

However, since March 2021, an additional appeal – for a faculty-level sanction--was received by the Office of the Provost and a hearing was held on May 13, 2021. The appeal panel letter to the Provost was shared with Dr. Fawcett due to her position as chair of the Joint Disciplinary and Grievance Committee by the chair of the appeal panel, who wrote “Please note that implications on financial aid were provided to the Panel after the hearing had occurred. The Panel subsequently revised its initial recommendation after the implications were made available.” The final disposition of that appeal by the Provost was consistent with the appeal panel members’ recommendation. The committee chair subsequently contacted the Associate Provost to express concerns that sharing a student’s financial aid status with appeal panel members, who include faculty and students, may be a violation of protected personal information, which needs to be clarified and all faculty should be notified that knowledge of a student’s financial aid status may be considered in matters of academic integrity.

Noteworthy is that no revisions to procedures included in the Code of Student Conduct have been made as of the date of this report.

The Joint Disciplinary and Grievance Committee recommends that the work of this committee during AY 2021-2022 include meetings with the Provost and staff to:

- Identify a theoretical definition of restorative justice, to be reviewed and approved by the Faculty Council
- Develop an accurate and comprehensive Guidance document that serves as an operational definition of restorative justice, to be revised and approved by the Faculty Council, to the end that all UMass Boston faculty understand the procedures to be followed in instances of violation of academic integrity
- Identify a range of educational options and other options that are consistent with restorative justice, to be reviewed by the Faculty Council and disseminated to all UMass Boston faculty, to the end that all have knowledge of options for sanctions to be imposed in instances of violation of academic integrity.
- Revise the Code of Student Conduct to be consistent with the theoretical and operational definitions of restorative justice and gain approval at all appropriate levels of university governance, to the end that all students understand what is expected with regard to academic integrity.

I would like to express my most sincere appreciation to all voting and non-voting members of the Joint Disciplinary and Grievance Committee for their commitment to the ongoing work of the committee, as well as to all other faculty and students who served on appeal panels. I also would like to express my most sincere appreciation to Dr. Karen Ricciardi for her superb support and wise counsel of students who experienced academic integrity issues, as well as her sustained support of the members of the committee.

A handwritten signature in black ink that reads "Jacqueline Fawcett". The signature is written in a cursive style with a large, looping initial "J" and a period at the end.

Jacqueline Fawcett, RN; PhD; ScD (hon); FAAN: ANEF
Professor, Department of Nursing
Chairperson, Joint Disciplinary and Grievance Committee