

5.k.1 Faculty Discipline

Subject	Faculty and Professional Staff	Effective From	Sep - 2011
Policy #	5.k.1	Latest Revision	Feb - 2025
Title of The Policy	Faculty Discipline	Next Review	Dec - 2025
Responsible Entity	Faculty Disciplinary Standing Committee	Policy Pages	1
Definitions	Discipline means any sanction that may be imposed by the administration against a faculty member for misconduct.		
Purpose	The purpose of this policy is to ensure that the faculty conduct reflects AAU commitment to professional honesty and integrity, and to impose appropriate sanctions upon a faculty member for misconduct.		
Scope	This policy applies to faculty members alleged to have committed an employment offence or misconduct.		
Statement	AAU is committed to professional honesty and integrity, and it also recognizes the need for fair and adequate investigation of alleged violations of rules and policies relating to the conduct of AAU faculty members. Any faculty who is found to have committed such violations is subject to sanctions set forth by the University.		
Procedures	The following procedures must be followed when a faculty member is alleged to have committed an employment offense or misconduct: • The Department Head notifies the Dean in writing of the alleged offense or misconduct. This notification includes the policies/ procedures which may have been violated. • The Dean notifies the University President. • The University President refers the case to the Faculty Disciplinary Committee. • The Faculty Disciplinary Committee verifies all the facts related to the alleged offense or misconduct. • The Faculty Disciplinary Committee notifies the Faculty Member in writing of the alleged offense or misconduct. • The Faculty Member is given an opportunity to respond both orally and in writing to the allegations and to any evidence prior to any determination of culpability. • If the Faculty Member chooses to respond, the response must be submitted to the Head of Department within ten working days. • The Faculty Disciplinary Committee reviews the faculty member's response (if any was made), as well as any additional information prior to determining if a sanction is warranted. • The Faculty Disciplinary Committee submits a recommendation to the AAU President. • The AAU President approves, modifies, or rejects the recommendation of the Disciplinary Committee. • All relevant parties are notified of the final decision.		
Recent Changes			