

Executive Summary of the Seidel School Dispositional Expectations Policy (SSDEP)

Purpose and Scope (Page 2)

The Seidel School of Education expects certain standards of ethical and professional attitudes, commitments, behaviors, and practices from Students enrolled in all departments and programs in the Seidel school of Education. All Students are expected to adhere to the provisions outlined in the SSDEP. Faculty, including adjuncts and clinical personnel, may refer to the SSDEP for disciplinary use. These guidelines apply to all formal learning environments and settings, field sites, and all informal occasions connected in any way with the Seidel School and/or Salisbury University.

Expectations of Students (Page 3)

Students in the Seidel School of Education are expected to adhere to a certain standard of professionalism, which includes, but is not limited to, the following commitments to: 1) Ideals of the Profession, 2) Professional Ethical Standards, 3) Professional Knowledge, 4) All Stakeholders, and 5) Professional Colleagues, Faculty, and Fellow Students. See attached rubrics.

Policies and Procedures for Misconduct (Page 5)

A Faculty Discipline Committee (FDC), composed of five faculty members, is established to consider sanctions beyond a warning. The *SSDEP Violation Report Form* is completed and filed for all behaviors which result in one or more of the following: a) Warning, with or without assigned remediation of the behavior; b) Disciplinary probation for a set period of time; c) Removal from course or field placement; and d) Removal from program and/or dismissal from the University.

Discipline Procedures (Page 7)

If a faculty member or field supervisor believes a Student has violated the SSDEP, the procedures of this violation reporting process should be followed within five working days. These procedures include: 1) Advise Student of Accusation; 2) Issue and Document a Warning (if appropriate); 3) Complete the *SSDEP Violation Report Form*; and 4) Request an FDC Hearing (if sanction beyond a warning). Students may request to have an advisor present for their meeting with the accusing faculty and/or for the FDC hearing. The Student's selected advisor must complete the *Hearing Advisor Form*.

Faculty Discipline Committee Procedures (Page 8)

The FDC will review all documentation and establish a reasonable time, date, and location for all parties to meet for a formal hearing. The accused Student will be provided a complete and itemized statement of charges being brought against him/her. Witnesses and evidence may be provided at the hearing. Requests for specific people to appear at the hearing must be provided within five working days of the hearing. After the FDC completes its review, a written decision will be issued within 10-14 working days.

Student Appeals (Page 9)

Students may appeal those charges and/or warnings issued against them by providing a written appeal to the Office of the Dean within five working days of receiving notice of the decision of the faculty or the FDC. The Dean will provide a binding and final decision based upon the appeal and case documentation.

Repeat Offenders (Page 12)

The Office of the Dean of the Seidel School of Education will forward the names of Students who have been reported for more than one act of dispositional misconduct to the FDC. Even though each case brought before the FDC will be reviewed independently, the FDC may consider previous offenses in determining sanctions.