

GENERAL POLICY REPORT #20

October 11, 2002

MEMBERS OF THE UNIVERSITY OF IDAHO FACULTY

The item listed below have been approved by Faculty Council and will be considered to have the necessary faculty approval unless a petition requesting further consideration of this item is signed by five faculty members and submitted to the chair of the Faculty Council within 14 calendar days after the date of circulation – October 25, 2002. Petitions should be addressed to the Faculty Council and addressed to the Office of the Faculty Secretary – Campus Zip 1106.

If no petition is received within those 14 days, the report will be submitted to the president for approval and transmittal to the regents, if regents' action is required.

If a petition is received, the report will be referred to the Faculty Council. On items referred to it, the council may: (1) affirm the action and report it to a meeting of the university faculty, (2) amend the action and report it to a meeting of the university faculty, or (3) rescind the action.

This policy report covers the following items:

- 1. Changes in University Standing Committee Function and Structure Statements**
 - a. Honors Program Committee**
 - b. Officer Education Committee**
 - c. Juntura**
 - d. Borah Foundation Committee**
- 2. Changes to Faculty-Staff Handbook Section 3910, Dismissal and Discipline of Faculty**
- 3. Proposed New Degree Program Option (Professional Golf Management)in the College of Business**
- 4. Changes to University Regulation L, Academic Standing, Probation, Disqualification, and Reinstatement**

Details of the Proposed Changes will be found on the Following Pages



Proposed Changes in the Function and Structure of the following University Standing Committees:

[Effective on Approval of the Faculty Council and the General Faculty]

1. Proposed Change in the Honors Program Committee Function Statement and Committee Structure.

FSH 1640.53

HONORS PROGRAM COMMITTEE

A. FUNCTION

A-1. To recommend policies for the University Honors Program, including admissions requirements.

A-2. To act on changes in the program.

A-3. To act on petitions for exceptions to the requirements of the program. [The committee's actions on petitions may be appealed as stated in FSH Section 2500.]

~~A-4. To review student candidates for domestic exchange programs.~~

B. STRUCTURE. ~~Five~~ Six faculty members ~~who to~~ represent a broad spectrum of the UI community ~~(each from different college) in general education, a faculty member from the university libraries, an academic dean of the College of Letters and Science from one of the five colleges representing the honors curriculum (college representation to rotate on an annual basis),~~ chair of the Honors Student Advisory Board or designee, and (without vote) vice provost for academic affairs, director of the University Honors Program (UHP), associate director of the UHP, program advisor of the UHP (staff), ~~and associate director of the University Honors Program.~~ The latter serves as secretary. One of the six appointed faculty members serves as chair. [rev. 9/02]

2. Proposed Change in the Officer Education Committee (OEC) Structure Statement.

FSH 1640.64

OFFICER EDUCATION COMMITTEE

B. STRUCTURE. Heads of the Departments of Aerospace Studies (WSU), Military Science, and Naval Science, four other ~~current~~ members of the faculty, ~~one of which may be a non-teaching faculty member~~ (one of whom serves as chair), the university representative to NROTC, two students ~~(at least one of whom is not in OEP)~~, and (without vote) the provost or designee of the provost. [rev. 9/02]

3. Proposed Change to the Juntura Function and Structure and Membership Statements.

FSH 1640.58 JUNTURA

A. FUNCTION. ~~To recommend and review university policies concerning students from minority cultures and students who are educationally disadvantaged, in consultation, respectively, with Student Advisory Services and with Student Support Services, to aid these students in developing successful academic programs, and to encourage programs that emphasize the contributions of minority cultures. To~~ review university policies and programs affecting under-represented and/or under-served students in consultation with various representatives from student services and programs; to recommend changes and additions in university policies and programs that enhance student academic success; and to promote the values of respect, understanding, and equality within a diverse university experience. [See also 4340.] [rev. 9/02]

B. STRUCTURE. ~~Five faculty or staff members (one of whom serves as chair), four students (at least three of whom are either minority students or educationally disadvantaged students), and (without vote) minority student adviser(s) and a staff representative from the Student Support Services Program, and director of Multicultural Affairs. Five~~ faculty or staff members (one of whom serves as chair), four students (at least three of whom are under-represented and/or under-served students), one staff representative from the Office of Multicultural Affairs, one representative from Student Support Services, the Director of Multicultural Affairs (w/out vote), and the Special Assistant to the President for Diversity and Human Rights (w/out vote). [rev. 9/02]

4. Proposed Change to the Borah Foundation Committee Function Statement.

FSH 1640.18 BORAH FOUNDATION COMMITTEE

A. FUNCTION. To outline and ~~upon approval by the regents, to~~ execute a continuing program to achieve the objectives of the foundation established at UI in memory of United States Senator William E. Borah. In accordance with those objectives, the Borah Foundation Committee will sponsor programs and projects focusing on understanding the causes of war and the conditions that contribute to peace. [rev. 9/02]

Proposed Change in the Faculty-Staff Handbook

FSH 3910 DISMISSAL AND DISCIPLINE OF FACULTY

PREAMBLE: This section outlines procedures for the dismissal of tenured faculty and of untenured faculty who are being dismissed before the end of their current term of appointment. It was a part of the 1979 Handbook, though in that document it included non-faculty exempt employees as well. It was thoroughly revised in July of 1989 to reflect changes in regents' policy and divided into faculty and non-faculty exempt sections in July of 1996. The whole of the policy was substantially revised, and sections E and F rewritten, in July 1999 so as to conform the university's policy with that of the Regents. Non-tenured faculty should also consult section 3900 "Non-Reappointment of Non-Tenured Faculty." Further information may be obtained from the Provost's Office (208-885-6448) or the Office of the Faculty Secretary (208-885-6151). [rev. 7-99][[rev. 10-02](#)]

CONTENTS:

- A. Regents' Authority
- B. Cause for ~~Termination~~[Dismissal](#)
- C. ~~Suspension~~[Administrative Leave](#)
- D. UI Procedures [Related to Dismissal](#)
- ~~E. UI Procedures Related to Discipline Other Than Dismissal~~
- ~~E. Transmittal of the President's Recommendations to the Regents~~
- F. Appeals to the Regents

A. REGENTS' AUTHORITY AND REGENTS' DEFINITION OF ADEQUATE CAUSE.

A-1. All employees of the ~~R~~regents or of the agencies, institutions, school, or office under its jurisdiction are subject to dismissal for ~~adequate good~~ cause during the period of employment. [According to the regents,](#) "Adequate Good cause means one (1) or more acts or omissions which, singly or in the aggregate, have directly and substantially affected or impaired an employee's performance of his or her professional or assigned duties or the best interests of the [regents](#), institution, agency, school, or office. [In addition, any conduct seriously prejudicial to the regents, an institution, agency, school or office may constitute adequate cause for discipline up to and including dismissal. Examples include harassment prohibited by law, immorality, criminality, dishonesty, unprofessional conduct, actions in violation of policies, directives, or orders of the Regents, an institution, agency, school or office, unsatisfactory or inadequate performance of duties, or failure to perform duties.](#)" [~~See IDAPA 08.01.02.104~~ [RGP IIL3](#)] [add. 7-99]

A-2. Dismissal of faculty is as provided in the regents' ~~rules IDAPA 08.01.02.204~~ [policy RGP IIL](#). [add. 7-99]

B. CAUSE FOR ~~TERMINATION~~[DISMISSAL](#).

B-1. ~~Termination~~ [Dismissal](#) (as opposed to non-renewal of a non-tenured faculty member) by UI of the employment of a faculty member, except in the case of resignation or retirement, will be only for ~~good~~ [adequate](#) cause ~~as defined above in A-1. shown.~~ [rev. 7-99]

B-2. As provided in 3970, any faculty member may be laid off in conjunction with a reduction in force approved by the regents and resulting from a declaration of financial exigency.

~~B-3. Definition of Cause. Any conduct seriously prejudicial to UI may constitute cause for dismissal or termination of any employee. Examples include, but are not limited to, immorality, criminality, dishonesty, unprofessional conduct, actions in violation of policies, directives, or orders of the Regents, unsatisfactory or less than adequate performance of his or her assigned or contractual duties, or failure to perform his or her assigned or contractual duties. Good cause is defined above in A-1. [See IDAPA 08.01.02.204.03] [add. 7-99]~~

~~B-4. Violation of Sections 33-3715 and 33-3716, Idaho Code, or violation of any law which results in a felony conviction of a faculty member may be cause for dismissal from the UI. Dismissal must be preceded by the procedures outlined below and in regents policy. It is not necessary that such violations be committed on the campus of UI unless the same is a material element of such violation. [See IDAPA 08.01.02.204.04] [add. 7-99]~~

C. ~~SUSPENSION~~[ADMINISTRATIVE LEAVE](#). A faculty member may be ~~suspended~~ [placed on administrative leave](#) with pay pending the procedures set forth in this section, ~~if:~~

~~C-1. Without the approval of the president, a faculty member for reasons other than illness fails to meet his or her teaching responsibilities or other assigned duties. [rev. 7-99]~~

~~C-2. Immediate harm to the faculty member or others is threatened by continuance of the employee's services. [rev. 7-99]~~

~~C-3. The faculty member violates Sections 33-3715 and 33-3716, Idaho Code or any law which results in a felony conviction. It is not necessary that such violations be committed on the campus of the UI unless the same is a material element of such violation. [See IDAPA 08.01.02.204.04] [add. 7-99]~~

D. UI PROCEDURES RELATED TO DISMISSAL. In each case, the issue of whether or not ~~good~~-adequate cause for termination or dismissal exists is to be determined by an equitable procedure, affording protection to the rights of the faculty member and to the interests of the state of Idaho and its system of higher education. The burden of proof that ~~good~~adequate cause exists rests with the institution and its administrative officers, and will be satisfied only by clear and convincing evidence in the record considered as a whole. [ed. 7-99]

D-1. Departmental, Division, and College Action. When reason arises to question the fitness of a faculty member, the immediate supervisory officer discusses the matter with the employee in a confidential personal conference. It is the duty of the immediate supervisor and the faculty member to make a good faith effort to correct any and all deficiencies in the faculty member's performance. Departments, divisions, or colleges are to establish policies and procedures for identifying problems, suggesting remedial actions, and assisting the faculty member in becoming a productive member of the university community. These procedures are to include peer input and are to be fully integrated with the annual evaluation process. A good faith effort must be made to identify and resolve performance problems at the lowest administrative level.

D-2. Administrative Action.

a. If remedial performance adjustments do not result, the provost shall determine whether formal dismissal proceedings should be initiated. [rev. 7-99]

b. If the provost determines that formal proceedings should be initiated, he or she should formulate a written statement with reasonable particularity of the grounds proposed for the dismissal. [rev. and renumbered 7-99]

c. Nothing in these procedures prevents the provost from withdrawing the fitness complaint from the process, at any time for any reason. However, the provost must either withdraw the complaint or proceed with the dismissal process within a reasonable period of time. [rev. and renumbered 7-99]

d. The statement of particularity is communicated, in writing, to the faculty member by the provost and delivered personally or sent first-class mail, postage pre-paid to the employee at the last known address on file for the employee. [rev. and renumbered 7-99]

D-3. Dismissal Hearing Committee. [renumbered 7-99]

a. If the faculty member requests a hearing to determine whether the termination is properly based on the grounds stated, one will be conducted by a Dismissal Hearing Committee (DHC) at a specified time and place. The faculty member must file a written request with the provost for a hearing within seven working days of receipt of the provost's communication of particulars. If the faculty member has not requested a hearing, the statement of particulars constitutes the dismissal recommendation, which the provost may communicate to the president without further delay. [rev. and renumbered 7-99]

b. The DHC is composed of five employees, including four faculty members and one administrator at the departmental level or above appointed by the Committee on Committees. Six faculty members and three administrators are also appointed as alternates. The faculty member has the right to substitute up to two members appointed with two others from the alternate list. The provost also has the right to substitute two members appointed with two others from the alternate list. If as a result of substitutions and conflicts of interest there are an insufficient number of faculty members or administrators on the alternate list, the Committee on Committees will be asked to appoint more members to the alternate list as needed. Committee members are chosen on the basis of their objectivity and competence and the high regard in which they are held in the UI community. In appointing members of the DHC the Committee on Committees should attempt to reflect the diversity of the UI faculty. The term of membership on the Committee is two years, with initial terms staggered to form a rotation pattern. The committee elects its own chair. [rev. and renumbered 7-99]

c. The DHC proceeds by considering the provost's recommendation and statement of grounds for dismissal already formulated, the evidence supplied to support the dismissal recommendation, and the employee's response written before the time of the hearing. If any facts are in dispute, the testimony of witnesses and other evidence concerning the matter set forth in the letter of particulars to the faculty member become part of the hearing record. [rev. and renumbered 7-99]

d. The DHC determines the order of proof, conducts the questioning of witnesses, and, if necessary, secures the presentation of evidence important to the case. [rev. and renumbered 7-99]

e. The faculty member has the option of assistance by counsel; the faculty member, the provost, and their counsels have the right, within reasonable limits, to question all witnesses who testify orally. The faculty member has the opportunity to confront all adverse witnesses. All evidence is duly recorded. [rev. and renumbered 7-99]

f. If a question of timeliness arises during these procedures, the DHC will review the action of the delinquent party and determine whether the dismissal procedures will continue, as outlined above. [rev. and renumbered 7-99]

g. The DHC reaches its decision in conference within five working days of the formal hearing's close, solely on the basis of the record of the hearing. It makes explicit findings with respect to each of the grounds for removal presented or remedial actions, and renders a reasoned opinion. The provost, the president and faculty member are notified of the decision in writing and given a copy of the record of the hearing; the college and department or division concerned are notified of the ~~decision~~recommendation. [rev. and renumbered 7-99]

D-4. Presidential ~~Recommendation~~Decision. [rev. and renumbered 7-99]

a. The president, after due consideration of the DHC's recommendation, shall initially determine whether he or she agrees or disagrees with the DHC's recommendation. In the event of disagreement, the president shall meet with the DHC to discuss the reasons for the president's disagreement prior to reaching a final ~~recommendation~~decision. Upon reaching a final ~~recommendation~~decision the president forwards his or her ~~recommendation~~decision to the faculty member and to the college and department or division. If the president's ~~recommendation~~decision differs from the committee's, the reasons for the disagreement are also communicated to the faculty member, the college and department or division, and to the DHC. [rev. and renumbered 7-99]

b. The notice from the president must be in writing and will be personally served on the employee or be sent by ~~certified mail, return receipt requested~~ first-class mail postage pre-paid to the faculty member at the last known address on file for the faculty member, ~~directed to the designated address of the faculty member.~~ The notice must contain a concise statement of the charges against the employee, the findings of fact that are the basis for the president's ~~recommendation~~decision for dismissal or continuance, and any conditions imposed on the continuance of employment. If the president's ~~recommendation~~decision is for dismissal, the faculty member receives a statement of all rights and procedures for appeals of the president's ~~recommendation~~decision to the Faculty Appeals Hearing Board or directly to the regents. [rev. and renumbered 7-99]

D-5. Appeal to the Faculty Appeals Hearing Board. The faculty member may appeal a presidential ~~recommendation of dismissal~~decision to dismiss ~~either~~ to the Faculty Appeals Hearing Board (FAHB), see section 3840, or to the ~~R~~regents, see F below. [add. 7-99]

a. If the faculty member appeals to the FAHB he or she must notify the president in writing within fifteen (15) calendar days of the receipt of the notice given by the president. [add. 7-99]

b. If the charges against the employee, or the contentions of fact on which the charges are based, materially change after the determination of the DHC or appropriate appeals hearing body, the faculty member may obtain an additional review before the president ~~forwards the recommendation to the regents~~ makes a decision. ~~The president's final determination concerning dismissal of the employee shall not be made until the review by the appropriate appeals hearing body, if the faculty member has filed an appeal in a timely fashion. [renumbered 7-99]~~ Unless specifically provided by the regents in RGP IIM (see text below), discipline up to and including dismissal may be effective prior to the initiation by the employee of the internal grievance procedure.

c. For the purpose of dismissal-for-cause procedures only, the FAHB hearing procedures have an expanded scope. Specifically, in accord with its current procedures, the FAHB may also hear and decide on the regularity and appropriateness of process, procedures, factual basis, and timeliness in the dismissal ~~recommendation~~decision or the ~~recommendation~~decision for continuance of employment, with the stated conditions. [ed. 7-99]

~~d. The regents require that the appeal of a dismissal for cause to the FAHB be completed within a 30 day period. [See IDAPA 08.01.02.104.03.b][add. 7-99]~~

~~d.~~ e The president, after due consideration of the FAHB's recommendation, shall initially determine whether he or she agrees or disagrees with the FAHB's recommendation. In the event of disagreement, the president shall meet with the FAHB to discuss the reasons for the president's disagreement prior to reaching a final ~~recommendation~~decision. The president shall give substantial weight to the recommendation of the FAHB. If the president does not follow the recommendation of the FAHB, he or she shall send to the FAHB and to the appellant a written report of the basis for the president's determination. [add. 7-99]

~~E. TRANSMITTAL OF THE PRESIDENT'S RECOMMENDATION TO THE REGENTS. The president must notify the regents, in writing, of his recommendation for dismissal concisely stating the reasons therefor including the findings of fact that are the basis for the recommendation of dismissal. In arriving at the recommendation, the president may utilize whatever advice he may require to ascertain the facts in the case. The president may forward a copy of the complete record of on-campus proceedings to the regents. The president will notify the regents of his recommendation following the faculty member's appeal to the FAHB or after the time for the faculty members appeal to the FAHB has expired. [See IDAPA 08.01.02.204.06.b] [rev. 7-99]~~

E. UI PROCEDURES RELATED TO DISCIPLINE OTHER THAN DISMISSAL

E-1. The regents provide the following relative to discipline other than dismissal: In each case the issue of whether or not adequate cause exists should be determined fairly by the institution, agency, school, or office recognizing and affording protection to the rights of the employee and to the interests of the Board and its institutions, agencies, school, or office.

a. Discipline, up to and including dismissal, of employees before the expiration of the stated period of appointment or employment contract will be only for adequate cause, as determined by the appropriate administrative officers to whom this responsibility is delegated by the chief executive officer of the institution. Each institution, agency, school or office shall have a process that provides employees with written notice of contemplated discipline and an opportunity to be heard. The employee may be placed on administrative leave with pay until he or she has exercised the opportunity to respond, or declined, either affirmatively or through inaction, to do so, and the recommendation has been acted upon by the chief executive officer or designee. The chief executive officer or designee must notify the employee of the recommendation and proceed in the following manner:

(1) The notice must be in writing, and may be personally served upon the employee, or be sent by first-class mail, postage pre-paid, to the employee at the last known address on file for the employee.

(2) The notice must contain a concise statement of the reasons and nature of the discipline.

E-2. UI Process. The provost has authority to determine if adequate cause has been established and if discipline other than dismissal should be taken. The provost may place the faculty member on administrative leave pending the final decision by the provost. Before final decision, the provost will provide the faculty member with a written statement setting forth with particularity the basis for the contemplated discipline and any information or material used to formulate the determination of adequate cause. The faculty member must be notified that he or she has fifteen (15) calendar days, or more in the discretion of the provost, in which to respond or decline to respond affirmatively or through inaction. After the period to respond expires the provost must notify the faculty member of his or her decision as required in the regents' policy quoted above.

E-3. Following the imposition of discipline, the faculty member may use the FAHB (FSH 3840) to appeal the decision.

F. ~~APPEAL~~APPEALS TO THE REGENTS. Upon receipt of the final findings and recommendations, including those resulting from an internal grievance, a faculty member may file an appeal with the regents as set forth in RGP IIM (see below). The regents may if the choose to here an appeal, by a majority of the total membership, approve, reject, or amend such findings, recommendations, or suggestions, if any, or may remand the matter for additional evidence, recommendations, or suggestions, if any. Reasons for suggestions will be stated in writing and communicated to the employee. The Board may employ a hearing officer for carrying out the Board's duties under this paragraph. (RGP L4)

RGP IIM provides: A nonclassified employee may elect to petition the Board to review any final personnel related decision of the chief executive officer. Any written petition must be filed in the Office of the State Board of Education within fifteen (15) calendar days after the employee receives written notice of final action under the internal procedures of the institution, agency, school, or office. The Board may agree to review the final action, setting out whatever procedure and conditions for review it deems appropriate, or it may choose not to review the final action. The fact that a written petition has been filed does not stay the effectiveness of the final decision nor does it grant a petition for review unless specifically provided by the Board. Board review is not a matter of right. An employee need not petition the Board for review in order to have exhausted administrative remedies for the purposes of judicial review. ~~Should the employee appeal directly to the regents, he or she must notify the regents, in writing at the Office of the State Board of Education that he so appeals within thirty (30) days from the date of receipt of the notice given by the president. The rules of the regents applicable to the hearing are found in the Idaho Administrative Procedures Act Rules Section 08.02.204 a copy of which can be obtained from the Office of the Faculty Secretary. [rev. 7-99]~~

Proposed New Degree Option in the College of Business and Economics

Degree Title: B. S. Business Marketing w/Professional Golf Management option

Program/Component Duration:

Indefinite

Program/Component Description (be brief):

See Statement Following

Succinct statement of need for program or program modification Include student need, demand and employment potential (Use additional sheets if necessary.):

See Statement Following

Similar Programs (in-state, regional, etc.):

One of 13 PGM programs offered in the U.S. This program will be the representative program for the Pacific NW region and is approved by the Professional Golf Association (PGA)

Faculty/Staff/Space Needs/Capital Outlay:

There will be no additional resources required beyond that which will be provided by revenue attributions from increased enrollments.

Estimated Fiscal Impact: None

Program/Component Description

Business Marketing with Professional Golf Management option (B S -Business)

This degree program with the Professional Golf Management option will be a 137-140 credit hour program, (the B.S.-Business Marketing Degree without PGM remains 128 credits). The certification for the Professional Golf Management (PGM) is coordinated through the Professional Golf Association (PGA) and students must complete the Golf Professional Training Program (GPTP) level I and II tests after completing internships at PGA golf courses. All PGM students will be required to take and pass LArhc 301, PLSc3O2, ReclO3, ReclOS, ReclSO, Rec205, Rec250, Rec340 and Rec494 (A total of 18 credits). Also attached is the recommended sequence of courses for advising students in the 5-year program.

Succinct statement of need for program or program modification. Include student need, demand, and employment potential.

The PGA has approved of the B.S.-Business Marketing with PGM option. This PGM program will be one of two in the nation to be situated in a College of Business and Economics rather than another college. There are 12 other PGM programs in the nation and the UI will be the only one serving the northwest. The PGA will be a partner in promoting this program on a national level to attract out-of-state students who qualify for the program. In order to be accepted in the PGM program, the student must be certified to have a handicap of 8 or under. As golf continues to expand along with other sports marketing efforts, the demand for this business degree with a PGM option is very strong. Already we have had several out-of-state students contact the ASUI Assistant Golf Pro about this program. We are forecasting at least 50 new students for Fall, 2002 with the expected potential of at least 200 majors in this business program alone. The effects of this growth in the CBE will be Fall, 2004 when these students enter the integrated business curriculum (IBC) program.

The PGA helps place students in jobs and in internships. The placement rate for PGA graduates in other programs has been nearly 100 percent.

Proposed Changes in University of Idaho Regulation L

L – Academic Standing, Probation, Disqualification, and Reinstatement

L-1. Academic Standing for Undergraduate Students. Students are considered to be in good academic standing when they have ~~a semester and a~~ UI cumulative grade-point average of 2.00 or higher.

L-2. Academic Probation for Undergraduates.

L-2-a. At the end of a semester, undergraduate students who do not attain ~~the a~~ UI cumulative grade-point average ~~required for their rank (see L-6) of 2.00~~ are placed on academic probation for the next semester of enrollment and are referred to the appropriate academic dean for advising. The effect of this probationary status is to serve notice that if a student's cumulative record at the end of the next semester in residence is unsatisfactory he or she will be disqualified and ineligible to continue at UI.

L-2-b. Students on academic probation who attain a UI cumulative grade-point average ~~higher than the minimum required for their rank of 2.00 or higher~~ are automatically removed from probation.

L-2-c. Students on academic probation who attain a semester grade-point average of 2.00 or higher during the next or subsequent semester after being placed on probation, but whose cumulative grade-point average is still below ~~the minimum required for their rank, 2.00~~ remain on academic probation.

~~**L-2-d.** Because final grades for a probationary term may not be available until after a student has registered for an ensuing term, such registration must be considered tentative until the student's academic standing may be determined. If the student is disqualified at the end of the probationary term, the registration for the ensuing term is invalid and will be cancelled unless the student is reinstated (see L-4).~~

L-3. Disqualification for Undergraduates. ~~Students on academic probation will be disqualified at the end of a probationary semester unless the minimum cumulative grade point average required for their rank (see L-6), or a semester grade point average of at least 2.00, is attained. To reregister after being academically disqualified, students must be reinstated.~~

L-3-a. Students on academic probation with less than 33 cumulative net credits will be disqualified if their semester grade-point average falls below a 2.00 and their UI cumulative grade-point average falls below a 1.80. Students on academic probation with less than 33 cumulative net credits, a semester grade-point average below a 2.00, and a UI cumulative GPA between 1.80 and 1.99 will remain on probation.

L-3-b. Students on academic probation with 33 or more cumulative net credits will be disqualified at the end of a probationary semester if both their UI cumulative grade-point average and their semester grade-point average are below 2.00.

L-3-c. To reregister after being academically disqualified, students must be reinstated

~~**L-2-d.**~~ **L-3-d.** Because final grades for a probationary term may not be available until after a student has registered for an ensuing term, such registration must be considered tentative until the student's academic standing may be determined. If the student is disqualified at the end of the probationary term, the registration for the ensuing term is invalid and will be cancelled unless the student is reinstated (see L-4).

L-4. Reinstatement for Undergraduates.

L-4-a. After a first disqualification, students may be reinstated (i.e., have their eligibility to continue restored) by petition to and favorable action by the college in which they are enrolled OR by remaining out of UI for at least one semester. Summer does not qualify for a semester lay-out period.

L-4-b. After a second disqualification, students may be reinstated at any time only by petition to and favorable action by the college in which they are enrolled.

L-4-c. Students disqualified for a third time may be reinstated only after successful petition to the college in which they are enrolled and the Academic Petitions Committee.

L-4-d. Students who have been reinstated may continue to register on probation so long as they attain a 2.00 or better grade-point average for each semester following a disqualification, ~~even if their cumulative UI grade point average is below the minimum required in regulation L-6.~~

L-4-e. Students who are disqualified and reinstated are reinstated on academic probation.

L-5. ~~Dean's Referral~~ Academic Warning for Undergraduates. Students not on probation who attain a grade-point average below 1.50-2.00 during a given semester without dropping below ~~the a UI~~ cumulative grade-point average ~~required for their rank~~ receive a dean's referral of 2.00 receive an academic warning. Although this does not affect their academic standing or their eligibility to register, the students are referred to the appropriate academic dean for advising.

~~L-6. Academic Probation and Disqualification Cutoff by Rank for Undergraduates.~~

Rank (by Credits Earned)	Minimum UI Grade-Point Average
0 through 32	1.60
33 through 64	1.80
65 and up	2.00

~~L-7~~L-6. Summer Session. Disqualification at the end of a spring semester does not affect a student's eligibility to continue in the immediately ensuing summer, but to register in any subsequent term the student must be reinstated.

L-87. Fresh Start. Qualified undergraduate students who wish to reenter the university in a specific degree program after a period of absence will be allowed a "Fresh Start" as described below.

L-8-a. To qualify for a Fresh Start, students (1) must not have been enrolled in any college or university as a full-time matriculated student for at least the five years immediately before applying for the program, (2) must have a UI cumulative GPA of less than 2.00, and (3) must be approved for the program by the college dean that administers the academic program they wish to pursue.

L-8-b. Once the student has completed an additional 24 credits of course work with a Fresh Start cumulative GPA of at least 2.00 and has been in the program at least two semesters, the cumulative GPA will be reset to 0.00 as of the time of admission to the Fresh Start Program.

L-8-c. Students in the Fresh Start Program will be allowed a maximum of six credits of "W" during the first two semesters after admission to the program. If the Fresh Start is successfully completed, the count for the 20-credit limit on withdrawals (see C-2) will be reset to 0 as of the time of admission to the Fresh Start Program.

L-8-d. University probation and disqualification regulations apply throughout the Fresh Start process.

L-8-e. To graduate with honors, a student in the Fresh Start Program must have at least 56 credits in UI courses after the Fresh Start (see K-1). Fresh Start Program participants are eligible for the dean's list (see K-2) on a semester-by-semester basis.

L-8-f. Application forms and explanatory materials are available at the Registrar's Office.

L-98. This regulation L does not apply to law, graduate, or full-time nondegree students. See the College of Graduate Studies section of Part 4 for information on probation, disqualification, and reinstatement of graduate students. See the College of Law Announcement for information for law students.