

A Family Guide to the Student Conduct Process

Sending your student to college is as much of a transition for parents as it is for students. The relationship you have with your college student will undoubtedly change. College students are expected to make decisions on their own, to learn to resolve conflict on their own, and to take responsibility for their actions. At the same time, they covet your love, respect your opinion, and generally operate on the values you instilled in them.

This guide has been created to assist you in helping your student navigate the student conduct process at the University of Florida should they be a student filing a complaint or accused of violating the Student Conduct Code which includes the Honor Code. The University of Florida's philosophy of student discipline is fourfold: to protect the health, safety, and welfare of the university community; to be educational; to prevent future violations; and to repair any harm done to the community. Wherever possible, sanctions focus on helping students learn from their mistakes and how to be better citizens. The answers to a number of frequently asked questions are included below. We encourage you to read through this guide should your student become involved in the student conduct system at the University of Florida.

1. How is a conduct complaint filed?

Typically anyone can file a report. UF receives reports from the Gainesville Police Department, the University of Florida Police Department, the Alachua County Sheriff's Office, residence life staff, faculty, other university staff and other students. To file a conduct complaint against another student, your student should contact the Office of Student Conduct and Conflict Resolution or if the student lives on campus then they should speak to a residence education staff member (RA, HD or RLC).

Please note that filing a report with the conduct office does not constitute filing a criminal complaint. The conduct office can assist students in contacting the University of Florida Police Department if they wish to file a police report. The Dean of Students Office is also a great resource if your student has other complaints or concerns.

2. If my student is a victim in a conduct case, what support would he or she receive?

We are first and foremost concerned about your student's safety. We would advise that your student contact a Victim Advocate who can assist your student with safety planning as well as inform your student of the various options for resolving their complaint. An advocate from the Office of Victim Advocacy can usually attend the hearing with your student if the student is a victim of a crime of violence. In the meantime, our office will work closely with your student and will keep them abreast of actions taken to resolve the issue.

3. How will I know if my child is subject to University disciplinary action?

Student disciplinary records are protected under FERPA. The best practice is for your student to inform you about any disciplinary charges directly. Students can also authorize release of information within their disciplinary files by contacting the Office of Student Conduct and Conflict Resolution. The Dean of Students Office, Student Conduct and Conflict Resolution (which is a part of the Dean of Students Office), and the Department of Housing and Residence Education administer the University disciplinary system. These offices will provide students notification about pending disciplinary charges.

4. My student has been accused of a violation of the Student Conduct Code, should I hire an attorney or attend the hearing myself?

This is really up to you. However, please understand that attorneys can not speak on behalf of the student nor actively participate in the hearing process. They can advise the student. The same holds true for family members. The student must speak for themselves. You can attend as a support for the student but you cannot speak on behalf of your student or address the hearing officer or hearing body in any way.

5. Can you give me some advice on how to work with my student who is involved in the conduct system?

- A. While we recognize that your goal is to provide support for your student, we ask that you provide this unconditional support for your student with the intent of also encouraging him or her to take responsibility for his or her behaviors and to learn from his or her mistakes. Understand that there is a process in place to hear all information regarding the incident in question. The best thing you can do is to encourage your student to prepare him or herself for the process. Ask questions that get your student to reflect on their role in a given situation and how this may have affected the campus or residence hall community.
- B. We ask you to understand that the Family Educational Rights and Privacy Act of 1974 (FERPA) precludes University staff from discussing information with you about your student's academic and disciplinary records without written permission from your student except in emergency situations. Please understand our limitations in working with you.
- C. When your student receives paperwork regarding disciplinary procedures and has questions, direct him or her to contact a staff member in Student Conduct and Conflict Resolution or residence life staff for information. Due to federal and state laws protecting the privacy of students (FERPA), staff members are not permitted to give specifics to family members or other parties and will recommend to those inquiring that the student should contact our office. This also teaches and empowers your student to work on solving his or her own issues and concerns. Your staying in the background can be an important developmental step for your student.
- D. We recommend that you educate yourself about our philosophy and process by looking through the website . Many of your questions may be easily addressed through this medium.
- E. We encourage you to practice the "24 Hour Rule." You may receive a phone call or email message from your student because he or she is upset about facing disciplinary charges. You may be tempted to try to immediately fix the problem for them. This approach most often fails. We encourage you to instead allow 24 hours to inform, guide, teach, observe, and address your student as appropriate (if necessary). Lessons learned through participation in a student conduct process often must be experienced to have the desired effect. Higher education is about learning and sometimes the lessons learned through mistakes can be among the most valuable.

6. How are decisions made in the conduct system?

Generally, students accused of violating the conduct code will be given notice of the charges and an opportunity to explain their version of events to an unbiased decision-maker. This decision-maker, whether an administrator or board, will weigh the evidence and decide if a student is responsible for violating the conduct code based on a preponderance of the evidence (otherwise known as more likely than not); and if so, will determine the appropriate sanction. This means that if the evidence sways the hearing officer one way or another, the decision must be based on whichever side the evidence is greater.

In less severe cases, the decision can be made by a member of the Student Conduct and Conflict Resolution staff, or a professional staff member in the residence halls, in cases where your student doesn't have a major factual dispute with the written report or is accepting responsibility. This is called an administrative review. They can also choose to have their case handled by the Student Conduct Committee, Student Health Sciences Conduct Committee, Law School Honor Committee or Greek Conduct Committee (in the fraternity/sorority system) depending on the nature of the offense. These are called administrative or committee hearings.

Any cases that are deemed more serious may go to an administrative hearing or the student conduct committee hearing. This usually involves a hearing board comprised of faculty, staff and students.

All board findings regarding responsibility and sanctions are recommendations to an administrator who then reviews the recommendations and makes a decision. These decisions can be appealed for certain reasons to the Assistant Vice President for Student Affairs. (Cases handled administratively are able to be appealed to the Assistant Dean and Director of Student Conduct and Community Standards) (if from housing) or the Senior Associate Dean of Students.

For cases in the residence halls, the process is coordinated by the Coordinator for Residential Judicial Programs in the main housing office. The Coordinator works with various levels of staff in the halls to handle the conduct violations that take place in the halls. Residence hall staff have the authority to impose sanctions up to and including removal from the residence halls. They cannot suspend or expel students from the university. Please remember that the residence hall community standards are a part of the Student Conduct Code. Thus, when a student violates the community standards, they also violate the Student Conduct Code.

7. What are the long-term effects of being found responsible for violating the student conduct code?

A finding of responsibility does create a conduct record at the University. Generally, this record is kept through a student's graduation. However when a student is suspended or expelled the record is kept indefinitely). Generally, a finding of responsibility for a minor violation will have no long-term impact on your student. A more serious violation and sanction can have significant long-term impacts on your student. Graduate schools and some employers typically look for a pattern of behavior. One or two violations, if minor, probably won't have a significant impact.

During their last year at the University of Florida, students with only **one** minor violation may file to have their record expunged. The University does not keep conduct records for any student after they receive their final degree from the University unless they were suspended, expelled or there were other extenuating circumstances. However, when filling out graduate school applications, students should be very careful to see how the question about conduct has been worded. Many times the question will be worded in such a way that it won't matter if the student's record is expunged. If the question asks if the student has ever been found responsible for a conduct code violation, your student should answer truthfully.

We encourage you to be involved with your student. We recognize that students make mistakes and poor decisions at times. It is our responsibility to help students make better decisions in the future and to help them avoid repeating their mistakes. We take this role very seriously. As an office, we have an obligation to students accused of committing a violation of our community standards. We also have an obligation to those directly affected by this misconduct, and we have an obligation to the overall campus community. This can sometimes be a difficult balance. While students may not always agree with decisions that are made, we always listen to all sides of the story and weigh the evidence before making a decision.

8. What if my student is accused of an Honor Code violation?

If it is the first honor code violation for your student, they will have an opportunity to go through the faculty/student resolution process. If the student accepts responsibility and agrees with the proposed grade penalty and sanction proposed by the faculty, then the case is resolved and there is no further hearing. The resolution is forwarded to Student Conduct and Conflict Resolution and this incident will count as the student's first honor code violation in our records.

If the student does not accept responsibility for the violation or disagrees with the proposed grade penalty or sanction or, if the student has a prior violation, they will be referred to Student Conduct and Conflict Resolution for a formal hearing with the Student Conduct Committee

9. What are the most common violations of the Student Conduct Code?

Underage drinking, possession of an open container of alcohol, cheating, plagiarism, illegal downloading and sharing of copyrighted materials (songs, movies, software), urinating in public, public intoxication, disorderly conduct, athletic disturbance, and violation of housing policies are the most common violations of the Student Conduct Code.

10. How can I talk with my student about alcohol?

It is important to recognize that college students, especially first-year students, are at a significantly higher risk for alcohol-related problems than almost any other population.

AVAILABILITY OF ALCOHOL +
ABSENCE OF PARENTS +
DESIRE TO FIT IN =
POTENTIALLY RISKY DRINKING DECISIONS

While students are informed of some of the physical risks associated with alcohol, very few are aware of the legal, academic, and social consequences of high risk drinking. Making poor choices regarding alcohol and drug use can negatively impact your student's success in higher education. Alcohol is involved in almost 75% of all policy violations. Alcohol is also the number one safety risk on campus and is the number one date rape drug. In the majority of cases involving assaults, harassment and damage to property on campus alcohol was a factor.

Students who drink and drive face suspension from the University.

Here are some suggestions for beginning a discussion about alcohol with your student:

- A. Set clear and realistic expectations regarding academic performance and the use of alcohol.
- B. If your student hangs out with people who drink a lot, there is a pretty good chance they are at high risk because students tend to drink to the level they think is normal. If all their friends drink a lot, they will think this is normal. If they hang out with people who don't drink, they will tend not to drink as well. Pay attention to who your student is spending their time with.
- C. Make sure your student knows the legal penalties for underage drinking, using a fake ID, public intoxication, and DUI. In addition, make sure your student understands the academic consequences of underage drinking and alcohol use on campus.
- D. Stress to your student that drinking alcohol to the point of impairment or intoxication is risky.

Low Risk Drinking is:

- Thinking about whether you will drink, what you will drink before the party
- Being 21 or older
- Eating a meal before drinking
- Abstaining is the safest choice
- Drinking no more than one drink per hour; maximum 1 for women, 2 for men
- Always knowing what you are drinking
- Alternating alcohol-free drinks throughout the evening
- Knowing how you will get home safely before you go out

High Risk Drinking is:

- Chugging, drinking games, shots (drinking anything out a of punch bowl, trough, hose or funnel)
- Drinking to get drunk (intoxicated)
- Driving after drinking or riding with someone under the influence
- Drinking too much too fast
- Going to parties where people drink too much
- Not knowing what is in your glass or leaving it unattended
- Mixing alcohol with medications or illegal drugs

E Examine your own values and behavior and the messages you send regarding alcohol and other drugs and refrain from "glorifying" alcohol related stories from your college days.

F. Encourage them to stand up for their right to a safe academic environment.

G. Encourage them to intervene when classmates or roommates are in trouble with alcohol.

H. Stay in touch.

I. Know where to go for help.

If you suspect that your student is having problems, please encourage them to seek help at the following on-campus locations:

GatorWell: Visit Room 302 of the Infirmary, call 352-392-1161 ext. 4281, or visit their web site: <http://www.shcc.ufl.edu/gatorwell/atod/aservices.shtml>

Counseling Center: Visit Room 301 of Peabody Hall, call 352-392-1575, or visit their web site: <http://www.counsel.ufl.edu/>

Health Center: Visit the Infirmary Building, call 352-392-1161, or visit their web site: <http://www.shcc.ufl.edu/>

Housing Office: Visit the Housing Office at the corner of SW 13th St and Museum Rd or call 352-392-2161

Residence Hall Office: Visit your residence hall area's front desk and they will be able to direct you to the appropriate person

Here are Some Helpful Resources for you:

BACCHUS Network. ***Additional Alcohol Abuse Prevention Resources and Websites.***
Information available at <http://www.bacchusgamma.org/alcohol-resources.asp/>

Centers for Disease Control and Prevention. ***Alcohol and Public Health, additional resources.***
Information available at <http://www.cdc.gov/alcohol/resources.htm/>

Facts on Tap. Information available at <http://www.factsontap.org/>

The Higher Education Center for Alcohol and Other Drug Prevention. Information available at <http://www.edc.org/hec/>

Mothers Against Drunk Driving. Information available at <http://www.madd.org/>

National Institute on Alcohol Abuse & Alcoholism. ***College Drinking: Changing the Culture.***
Information available at <http://www.collegedrinkingprevention.gov/>

O'Connell, Kathy (2004). *Talking to your student about alcohol*. Bloomington, IL: Chestnut Health Systems.

SAMHSA's Center for Substance Abuse Prevention. Information available at <http://www.prevention.samhsa.gov/>

Truman State University. *Most Dogs Don't*. Available at <http://mostdogs.truman.edu/parents.htm/>

University of San Francisco *Information for Parents*. Available on the web at http://www.usfca.edu/shep/parent_alcohol1.htm/

Virginia Tech's *College Years and Alcohol... What Every Parent Should Know*. Available on the web at <http://www.hokiehandbook.vt.edu/parentalcohol.html/>

11. What kinds of things do students get suspended or expelled for?

Generally, anything that directly effects the health or safety of members of the campus community. Possession of weapons, causing physical injury, sexual assault, selling or distributing drugs, stalking, and driving under the influence are most likely to result in suspension or expulsion from the university. Additionally, repeat violations of the honor code are likely to result in suspension or expulsion from the University. Finally, any student who violates the conduct code while on conduct probation is likely to be suspended or expelled.

12. How can my student get involved with the Student Conduct and Conflict Resolution?

Every spring semester we recruit for members of the Student Conduct Committee, Greek Conduct Committee and the Health Sciences Conduct Committee. There is an application and interview process. These committees are opportunities for students to hear and make recommendations on cases involving violations of the conduct code. They work hand in hand with faculty and staff. This is great preparation for any field your student may want to go into including law, medicine, and journalism among many others.

We also have a peer education student organization called the Ambassadors for Civility and Ethics. This group of students discusses the conduct code with various student organizations with the goal of preventing violations of the code from occurring. This group recruits every fall semester.

For further questions or for more details on any of this material, please visit our web site at: <http://www.dso.ufl.edu/judicial/>. You may also call us at (352) 392-1261 ext. 207.

13. Does the University have any written policy about information from student records that can be shared with parents?

Yes. Like other colleges and universities across the country, the University is subject to a federal law called Family Educational Rights and Privacy Act (also called "FERPA" or the "Buckley Amendment"). FERPA sets privacy standards for student educational records and requires institutions to publish a compliance statement, including a statement of related institutional policies. The University of Florida's Confidentiality of Student Records information is available at <http://www.registrar.ufl.edu/ferpa.html>.

14. Where can I find out more information about FERPA?

FERPA is enforced by the U.S. Department of Education. The Department maintains a FERPA website (with links to FERPA regulations): <http://www.ed.gov/offices/OM/fpco/ferpalist.html>

15. What records does FERPA cover?

The privacy protection FERPA gives to students is very broad. With limited exceptions discussed below, part 99.3 of the FERPA regulations gives privacy to all students' 'educational records'. Education records are defined as "those records that are directly related to a student and are maintained by an educational agency or Institution or by a party acting for the agency or institution." Examples of student records entitled to FERPA privacy protection are grade reports, transcripts, and most disciplinary files, among others.

16. What protections does FERPA give to students concerning their records?

- ✓ Right to Inspect and Review Educational Records
- ✓ Right to Request to Amend Educational Records
- ✓ Right to have some control over the Disclosure of Information from educational records ("Personally Identifiable Information" or information that would directly identify the student or make the student's identity easily traceable)

17. What does FERPA require of colleges and universities?

A public university must notify students annually of their rights, and agree to give students the opportunity to limit the disclosure of personally identifiable information annually (such as information contained in a student directory). Also, public colleges and universities are required to

- ✓ Protect Students' Rights to Inspect and Review Records
- ✓ Protect Students' Rights to Request to Amend Records
- ✓ Protect Students' Right to Limit Disclosure of Personally Identifiable Information contained in Education Records
- ✓ Ensure that authorized third parties do not redistribute personally identifiable information except under a few circumstances
- ✓ Maintain records of requests for and disclosures of student education records

18. What records ARE NOT considered education records under FERPA?

- ✓ Sole Possession Records
- ✓ Law Enforcement Unit Records
- ✓ Employment Records
- ✓ Medical Records (However these are covered under HIPPA)
- ✓ Post-Attendance/Alumni Records

19. What does it mean to say a record is 'protected' by FERPA'?

Unless personally identifiable information from a student's education record falls under a specified exception, the information cannot be released to third parties (including parents) without a signed and dated written release form from the student.

20. What are the exceptions to FERPA's coverage?

Under FERPA, universities may release:

- ✓ Directory Information (unless student has specifically asked this not to be released). The University must provide notice to students to withhold release of this information.
- ✓ Dates of attendance
- ✓ Academic major and degrees received
- ✓ Information to School Officials who have a "Legitimate Educational Interest"
- ✓ Information to authorized representatives of the following government entities. These officials may only have access to the information if it is in connection with an audit or evaluation of Federal or state supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs.
 - ❑ Comptroller General of the United States
 - ❑ U.S. Attorney General for law enforcement purposes
 - ❑ State and local educational authorities

- ✓ Information to agents acting on behalf of the institution (e.g. Clearinghouses)
- ✓ Information to institution in which the student seeks or intends to enroll or attend in connection with financial aid
- ✓ Information to organizations conducting studies for or on behalf of educational institutions
- ✓ Information to accrediting organizations for accrediting purposes
- ✓ Information to comply with a judicial order or subpoena
- ✓ Information on an alleged victim, the final results of a disciplinary hearing regarding an incident alleged to involve a crime of violence, or forcible or non-forcible sex offense (disclosure required)
- ✓ To the public, the final results of a disciplinary hearing against an alleged perpetrator of a crime of violence or non-forcible sex offense (disclosure permitted, not required) (Foley Amendment)
- ✓ To parents/legal guardians of students under 21, if students are found to have violated the alcohol or drug policy of the institution (Warner Amendment)
- ✓ Information to the Immigration and Naturalization Service (INS) for purposes of the Coordinated Interagency Partnership Regulating International Students
- ✓ "Student Recruiting Information" to military recruiters for recruiting purposes only (Solomon Amendment)
- ✓ Information to the Internal Revenue Service (IRS) for purposes of complying with the Taxpayer Relief Act of 1997 and 2001
- ✓ To authorized representatives of the Department of Veterans Affairs information for students receiving educational assistance from the agency
- ✓ Information to a court in which the educational agency has initiated legal action against the student
- ✓ Information to a court in which an eligible student or parent has initiated legal action against the educational agency

21. What constitutes 'School Officials' who have a "Legitimate Educational Interest"?

The University of Florida considers educational and school officers with a legitimate need to know to be those individuals immediately involved in the resolution of a situation, or the long-term care and assistance of individuals. These individuals are involved to help students cope with difficult circumstances, and responding to student and community needs. This list may include, but may not be limited to,

- Division of Student Affairs professional staff (Vice President, Dean of Students, and Assistant Dean and Assistant Directors and Secretaries)
- Housing and Residence Education staff (Director and assistants, residence life coordinators, residence directors, hall directors, resident assistants, housing information staff)
- University Police Department staff and Housing Security officers
- Sexual Assault Prevention and Awareness Center staff
- Student Judicial Affairs staff
- Student Health Care Center staff
- Counseling Center staff
- Student Mental Health Services staff
- Other victim advocacy staff

22. I had easy access to my student's high school records, why don't I have the same access to records kept by the University?

Under FERPA, the access rights that parents and legal guardians had in the elementary and secondary school setting are transferred to students once a student has turned eighteen or is attending any postsecondary educational institution.

23. How can I learn how my child is doing?

The best approach is to ask your son or daughter directly. Communicating with young adults isn't always easy. They're not always as forthcoming as we would like. The college years, however, are a period of remarkable growth and maturation. The ability and willingness of students to share information and insights usually grows, especially as they acquire the confidence that comes with assuming greater responsibility for their own lives.

24. Why do I have limited access to my child's college records when I'm paying the college expenses?

Because the University considers your student to be a legal of-age adult, student records are treated with confidentiality. FERPA does not require colleges and universities to grant parental access, but the University of Florida allows some access, given stipulations such as those provided in questions 13 and 14.

25. My child is a dependent. I should be able to see his/her records at will.

FERPA allows universities and colleges to decide individually if they will release or share information concerning students under the age of 18 (minors). At the University of Florida, per FERPA policy, the rights given to the parents automatically transfer to the student when a student reaches the age of 18 or enrolls at a postsecondary institution (i.e. UF). However, parents can still access the academic record if: The information requested is directory information and there is no privacy hold on the record; the information is released in response to a lawful subpoena; you can demonstrate that the student is a dependent, as defined by the IRS (i.e. through providing the portion of one's tax return that indicates that the child is still a dependent.)

26. How can I find out my student's grades?

Most families ask their student directly. Doing so fosters trust and a sense of mutual responsibility. Beyond this, a student may request a transcript for the family or have one mailed to the family or simply print an unofficial copy for the family. Another way a family member can find out their student's grades is to provide appropriate documentation to the Office of the University Registrar that indicates the student is your dependent.

27. Will I be notified if my student is put on academic probation, or is subject to academic dismissal?

In compliance with FERPA, you will not be notified if either happens. Information about grades and academic standing is provided to students through ISIS, the University's on-line student information access system. You can, of course, ask your student to keep you informed about academic performance. This is typically the best way to stay in touch with your student's performance.

28. Will I be notified if my child is hurt or in danger?

There does not need to be prior consent to student educational record disclosure when notification is made to appropriate parties in instances related to a life-threatening emergency, when this knowledge disclosure is made to protect the health or safety of the student and possibly other individuals. Families are considered to be appropriate parties to notify in such instances. Such notification is typically handled by either the Health Care provider, University of Florida Police Department or the Dean of Students Office. In relation to alcohol and drug-related situations, please refer to question 31.

29. Will the family be informed if my student is treated at the Student Health Care Center or is seeing a counselor in the Counseling Center?

Not normally. In addition to FERPA, state law and professional ethical codes preclude the University from routinely sharing student medical information and counseling records with third parties, including families. There are important policy reasons supporting these confidentiality requirements, including the proven therapeutic benefits associated with encouraging students to talk openly and candidly with a physician or counselor without fear their conversations will be reported to others. Confidentiality, of course, is not absolute. It can be broken (and families

notified, as appropriate) if staff members in the Student Health Care Center or Counseling Center determine that a student poses an imminent danger to oneself or to an identifiable third party.

30. I've seen press reports about a new FERPA provision allowing notice to parents when a student violates drug or alcohol laws. What position has the University taken on this new rule?

UF's policy regarding this issue is as follows:

- A. If a registered student is found responsible for violating the campus conduct code's underage consumption, possession, or drug rules twice during the same term or for a third time regardless of the length of time between violations the student's parents will be notified by the Division of Student Affairs.
- B. If a registered student is transported to an emergency medical treatment center for drug use or intoxication, the student's parents or guardians may be notified by a telephone call from the Division of Student Affairs if necessary to protect the health and safety of the student or other individuals.

The Associate Dean of Students will be making the phone calls to the parents or guardians to avoid any conflict with the student disciplinary procedure in which the Dean of Students and the Vice President for Student Affairs hear judicial appeals.

31. Will I be notified if my child becomes involved with controversial or harmful groups?

While we endeavor to notify families in emergencies, as defined in the University Policy on Disclosure of Student Records, affiliation with a "controversial" or "harmful" group would not normally qualify as such an emergency. The University is a diverse community. Part of the collegiate experience is experimenting with ideas, friendships, and affiliations that may strike others as controversial or harmful. Courts even recognize a "right of association" in this regard, and this is protected by the First Amendment. Most parents and teachers work hard to help young people develop better decision-making skills. That process continues in the university environment- both in the classroom, and in university activities and programming. Ultimately, adult students must be given considerable freedom to make their own choices and to learn from their own mistakes.

32. What happens if a university does not comply with FERPA?

The Department of Education may issue a notice to cease the practice complained of and could ultimately withhold funds administered by the Secretary of Education. However, as a practical matter, the Family Policy Compliance Office has never withheld funds because voluntary compliance has always been secured.

Questions about FERPA should be directed to the Office of the University Registrar, 222 Criser Hall, 352-392-1374. Suspected violations of FERPA should be directed to the Vice President for Student Affairs, 155 Tigert Hall, 352-392-1265, or the Family Policy Compliance Office within the U.S. Dept. of Education. Sources:

1. Center for Law in Higher Education & Family Policy Compliance Office & U.S. Dept. of Education.
 2. Office of the University Registrar, University of Florida, April 4, 2008.
- Synfax: Weekly Commentary on Critical Issues in Higher Education, July

Deleted: .S