



① Key elements = statement of allegations

② findings

Standard of assessment
evidence / proof of degree
(more likely of violation
than not of community
to have occurred?

Something that
gives indication
of confidence of
result)
values
- minor
- is this
- reasonable/
appropriate?
- significant

option 1
> if FBIS recommends against
promotion, Subcommittee

③ recommended sanction

> when feeding into Subcommittee -

“We do / do not believe the candidate
upholds the School’s community values
and therefore recommend that he / she
be / not be promoted to ...”

> otherwise, recommendations (e.g.,
counseling / coaching, letter to file)
↳ anything forward-looking if candidate soon to be up?