

Faculty Senate Meeting Preliminary Draft

Meeting Specifics		
Purpose	Frequency	
Special Meetings	Once	
Date	Time	Location
May 8, 2025	1:00-2:00 p.m.	Zoom
	Faculty Senate	
□ Chair: Crawford, Christopher	☑ Design: Bergeron, Emily	☑ Honors: Martin, Joe
☑ Provost Liaison: Harper, Christine	☑ Design: O'Bryan, Mark	
☐ Trustee: Ballard, Hubie	☑ Education: Bennett, Stephanie	☐ Libraries: Laub, Amy
☐ Trustee: Swanson, Hollie	☐ Education: Jensen, Jane McEldowney	☑ Libraries: McDonnell, Andrew
□ Agriculture, Food & Environment: Rentfrow, Gregg	⊠ Engineering: Anderson, Kimberly	⊠ Medicine: Hall, Sarah
☐ Agriculture, Food & Environment: Teets, Nicholas	⊠ Engineering: Tagavi, Kaveh	⊠ Medicine: Thibault, Olivier
	⊠ Fine Arts: Alley, Becky	☐ Nursing: Biddle, Martha
☐ Arts & Sciences: Stein, Melissa	☐ Fine Arts: Kerns, Bradley	□ Nursing: Stith, Holly
□ Business & Economics: Hapke, Holly	☐ Graduate School: Butler, John "J.S."	⊠ Pharmacy: Adams, Val
□ Business & Economics: Vincent, □ Leslie	☐ Graduate School: Montgomery, Kathleen	☐ Pharmacy: Bauer, Bjoern
□ Communication & Information: Jeong, Hyun Ju	☐ Health Sciences: Lowman, Joneen	☐ Public Health: Haynes, Erin
□ Communication & Information: Vallade, Jessalyn		☑ Public Health: Ingram, Richard
☐ Dentistry: Dominguez Fernandez, Enif	☐ Law: Michael, Douglas	⊠ Social Work: Jones, Aubrey
□ Dentistry: Wiemann, Alfred	□ Law: Murray, Michael	☐ Social Work: Ratliff, Stephanie
	Standing Guests and Visitors	
☐ DiPaola, Bob		
☑ Visitor: Jasinski, Jana	☐ Visitor: Tannock, Lisa	☐ Visitor:
☐ Visitor:	☐ Visitor:	☐ Visitor:
Agenda Item		Presenter/Facilitator
Discussion Regarding Feedback Collected on the Administrative Regulations		C. Crawford
Next Meeting August 25, 2025 3:00-5:00 p.m. TBD		



Minu	tes
Agenda Item: Discussion Regarding Feedback Collected on	Presenter: C. Crawford
the Administrative Regulations	

- The Faculty Senate discussed the feedback collected on the Administrative Regulations.
 - o Admission to the University
 - Community Support and Intervention
 - The Student Experience
- Please see appendix A for presentation slides/report.
- The motion for the Faculty Senate to approve the summary provided by the Shared Governance Committee and submit it to the Office of the Provost passed with 14 votes in favor and 2 votes against.

	Other Information	
Adjournment		
Meeting adjourned at 2:00p.m.		
Next Meeting		

• Monday, August 25, 2025, 3:00-5:00p.m., TBD

1 Faculty Senate summary::

2 **GENERAL**

- 3 Faculty consistently expressed concern about the **limited time for review and response**,
- 4 requesting more time to review and communicate ideas/concerns to their respective, dedicated
- 5 faculty senators.
- 6 There was widespread support for **greater transparency**, with faculty asking that future drafts
- 7 include **comparative documentation.** It would be very helpful if administration could release
- 8 both the present ARs and the previous ARs for comparison. Multiple units emphasized the value
- 9 of track changes or highlighted revisions, which would help identify meaningful progress and
- preserve and build upon our previous efforts and resources.
- 11 There is a strong sentiment that the ARs are vague and ambiguous regarding who holds the
- decision-making power. Entities are sometimes clearly identified (i.e, named) while other times
- are omitted or replaced with general descriptors (i.e., administration of the college), and the role
- of the Faculty in decision making is left unclear.
- 15 A broader concern was the lack of **administrative response to faculty input**, particularly
- regarding previously submitted comments: I am concerned that if we don't receive feedback
- indicating that our voices were heard, we are going to start losing faculty interest in commenting
- at all on these. It would be nice to receive ARs with line numbers to ease the reviewing.
- 19 **Inconsistencies and confusing terminology or contradictions** are present throughout the ARs
- and make the documents unclear, creating confusion regarding rights and responsibilities of all
- 21 parties on campus.

23 ADMISSION Vagueness and Ambiguity of Authority Several colleges flagged unclear language regarding 24 who holds decision-making power. Phrases like "in conjunction with" were described as 25 "deliberately vague," with concerns that authority defaults to the Provost. "There is no such thing 26 27 as joint authority... you are really saying the Provost has the power." "Is 'college' the Dean? If so, that seems inappropriate... admission requirements are clearly an academic matter." 28 29 Does adding a sentence on the components of administrative items versus individual authority in decision-making? And is there a need to reference the college rules to emphasize the role of 30 faculty committee in decision-making. 31 32 Faculty Governance and Academic Oversight There is deep concern about the erosion of 33 faculty authority in determining admissions criteria, particularly at the graduate and 34 professional levels. "Faculty oversight must be restored to maintain academic integrity." 35 "Admissions criteria must be developed and approved by faculty within academic units." 36 Inconsistencies and Confusing Terminology Multiple comments pointed out internal contradictions and undefined or misused terms: "It is not exactly clear who is responsible for 37 final decisions." "What does 'maintain' mean — stick documents in a safe?" 38 39 Appeals, Due Process, and Documentation The admissions reversal process was seen as underdeveloped: "Any recourse if a reversal occurs?" "Require transparent, documented 40 41 rationale for denials." Equity, Holistic Review, and Access Many faculty emphasized the need for structured, 42 consistent holistic review criteria and more explicit equity commitments. "Without standard 43 rubrics and training, this may result in subjective or inequitable evaluations." "All admissions 44 decisions shall reflect the University's commitment to identifying and supporting students whose 45 potential has been demonstrated in varied contexts..." 46 47 Concerning Wording and Public Messaging Some found the document's tone and content troubling: "The document about Admissions is frankly quite scary..." "The sentence linking 48 socio-economic status and criminality needs re-writing." "This document tries to state both 49 positions...that admission is both merit-based and guaranteed upon meeting minimum 50 51 requirements."

Admission Decision reversal.

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55 56 57 Consult with Ombud and UK legal to make sure they are consulted on the writing of this passage in this AR. Make sure we align with current practice.

COMMUNITY SUPPORT AND INTERVENTION

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Lack of Definition and Transparency in Key Processes Faculty were alarmed by the absence 59 of detail around how referrals are made, evaluated, and by whom. "It isn't clear how referrals are 60 evaluated." "Risk"... Do we call the police instead? Use a different word or define it better." 61 Involuntary Withdrawal and Student Rights The regulation was criticized for inadequate due 62 process protections. "How does this comply with the ADA and Section 504?" "Is there an appeal 63 process? Due process?" 64 Composition and Operation of the Community of Concern Team Faculty requested explicit 65 membership and clearer function. "Why not list psychologist, clinicians, counselors, and police 66 officers?" "Opaque sentence, what are we talking about?" 67 68 Mandatory Reporting and Student Confidentiality Multiple colleges questioned requiring 69 students to report on peers and sought clarity on FERPA implications. "Why must students report on each other?" "What constitutes an 'emergency'?" 70 General Vagueness and Reduction of Detail from Previous Policy One faculty member asked: 71 "Why is this version so much less detailed than AR 4.1?" 72 73 74 Classroom Decorum. No help or discussion on student's expectation/ civility/ actions in the classroom? A statement to support class syllabus and college processes (e.g. code of conduct or 75 76 honor code) would be great. 77 "Elements of these ARs are sometimes informative rather than policy". 78 79 80 81 STUDENT EXPERIENCE Overemphasis on Control; Lack of Developmental Framing Faculty criticized the regulation 82 83 for treating student life as administrative rather than educational: "This regulation emphasizes administrative control without articulating the developmental purpose of student life." "Add 84 language to reflect the role of student life in leadership, civic engagement, and identity 85 development." 86 Limitations on Student Organization Naming and Expression Naming restrictions (e.g., use 87 88 of "UK") were flagged as potentially marginalizing: "Limiting the use of 'UK'...could delegitimize affinity and advocacy groups." 89 Unclear Oversight and Governance Structure Faculty asked for clarification on who is 90 eligible to serve on student affairs committees and for more specificity in the draft. "Should 91 faculty be able to serve on this team?" "It does not list specific required representatives, the 92 chair, or appointment terms." 93

94	<u>Fundraising and Viewpoint Neutrality</u> Calls were made for greater transparency in how
95	student group fundraising and event approvals are handled: "Clarify fundraising approval
96	criteria. Policies should remain viewpoint-neutral and transparent."
97	General Recommendations for Framing "Student life is central to fostering leadership, civic
98 99	engagement, identity exploration, and campus community."
100	"Elements of these ARs are sometimes informative rather than policy."
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123	GENERAL
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faculty would appreciate if administration could provide more time to review and communicate ideas/concerns to their respective, dedicated faculty senators (thank you, y'all, for your time, hard work, and attention). In addition to having more time to review and respond, in the future, it would be very helpful if administration could release both the present ARS and the previous ARs for comparison so faculty can make a more informed assessment of the proposed changes.

ADMISSION

• BUSINESS: AR draft document (Admissions) appears to be a higher-level policy focusing on general principles, clarifying decision-making authority and processes, emphasizing holistic review potential across all levels, introducing formal appeal and reversal processes, and possibly streamlining or delegating specific requirements for categories like non-degree students compared to the detailed operational rules found in the older document. The older AR contains many specific details on admission requirements for various student types (undergraduate, transfer, international, graduate, etc.) and procedures (deadlines, transcripts, precollege curriculum, etc.) that are not present in the draft.

• Engineering: One comment on the admissions one is that authority for admission requirements seems deliberately vague. It's unclear what "in conjunction with" means, and therefore who actually has decision making power. There is no such thing as joint authority, so when you say it this way you are really saying the provost has the power. I also don't know what "the college" means – is that the administration of the college, i.e. the Dean? That would seem inappropriate, because admission requirements are clearly an academic matter, and faculty should have primary responsibility over academic matters. There should be a reference to college faculty as opposed to the college generally.

The second paragraph contradicts itself. The first sentence says "The VPSS, the Grad School, and the [Deans of colleges with professional programs] shall maintain policies and procedures ..." The next sentence says "The policies and procedures shall be maintained by the VPSS." Suspect they intended to use different verbs.

In that paragraph it is not clear what "maintain" means. Stick documents in a safe?

Are the "policies etc." to be public? One would certainly hope so, but there's nothing in this academic REGULATION that prevents keeping them secret. I suspect the intended meaning of the second instance of "maintain" was "publish". It is not exactly clear who is responsible for final decisions regarding admission. Is it centralized or distributed/delegated? (Currently we have an office of "enrollment management", but that's not mentioned anywhere.)

Somewhere it needs to define the precedence among the College and "standard University" admissions criteria, otherwise continual conflict will result. (And we will need to hire a half-dozen more administrators to handle it.) Can Engineering impose additional requirements over the "standard" ones? Can a College lower those standards? Same comment with respect to "automatic admissions criteria" in section III.A. It's not clear to me how a process that includes both "automatic" admissions AND "a holistic review process" can be shown to be consistent and fair if challenged.

 Note from Engineering: While this has nothing to do with these AR's, I am still getting comments and concerns about the academic freedom AR. Have we heard anything about whether our comments were incorporated and changes made? I am concerned that if we don't receive feedback indicating that our voices were heard, we are going to start losing faculty interest in commenting at all on these.

DESIGN:

- Statement on Criminal History and Socioeconomic Status (Section I)
 "Socioeconomic status, ability to pay and criminal history do not prohibit admission
 to the University." Clarify that while criminal history does not bar admission, it may
 affect participation in certain programs or professional pathways, depending on
 external licensing or other requirements.
- Admission Decision Reversal (Section VI) "...discovery of prior academic or disciplinary violations not disclosed..."
 Do all applications require disclosure? If the students aren't explicitly asked could be challenged as arbitrary. Any recourse if a reversal occurs?
- Documentation and Transparency (Section III.B)
 "Committees are required to document their decision-making processes..."
 What form will this documentation take? How will it be preserved for transparency, consistency, or appeals (records retention policy?)?

o In all ARs, we again propose that track changes or highlighting key changes be included

to clearly demonstrate what has been improved compared to previous ARs. This will

o It would be beneficial to include more specific details overall. While the role of the

Provost's Office is emphasized, there needs to be a clearer explanation of the

process —particularly the International Office regarding international student

admissions and the Graduate School concerning graduate admissions.

overlapping vs distinctive roles of other offices in the admission decision-making

Some inconsistencies are noted. Why is it the Provost and the Vice President for Student Success

• In I. Deans are clearly named as representatives of colleges. But in subsequent sections (II.A. first

bullet; II. B. first two bullets) we see the words "colleges" or "college leadership". Just replace

• In I. we are told that applicants are evaluated solely on 3 things. But in III. A. another evaluation

loose term, ill-defined, is 75% alignment as good as 100% alignment. Why this vagueness?

procedures... but bullet #1 says in conjunction with the Provost and the Vice President for

Student Success. So which is it? Application components in bullet #2 is not the same thing as

• In II.A. bullet #2, The Vice President for Student Success has the responsibility for setting

requirements in bullet #1? I recommend combining those 2 bullets into one.

Again, as last time, an overwhelming sense of vagueness prevails.

criterion is listed (alignment with UK's mission). So not solely 3 things. And, alignment is a very

for certain categories (undergraduate admission), or Deans and the Provost (graduate admission

and postbac)? Is this a mistake? Shouldn't the Vice President for Student Success be in all these

help identity meaningful progress and preserve and build upon our previous efforts and

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COMMUNICATION & INFORMATION:

decision making bodies for admission?

with Deans. Inconsistencies make the document messy.

resources.

COLLEGE OF MEDICINE:

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College of Fine Arts:

229 Admission to the University The draft regulation restructures admissions authority by

230 consolidating decision-making under the Vice President for Student Success and the

231 Provost. This shift removes formalized faculty governance in setting or revising admissions

232 criteria, including at the graduate and professional levels. Faculty oversight must be

restored to maintain academic integrity and discipline-specific alignment.

Recommendations: • Reestablish shared governance in admissions policy formation,

235 including formal roles for faculty and academic councils. • Clarify that graduate and

professional program admissions criteria must be developed and approved by faculty

237 within academic units, with administrative offices in a facilitative role. The regulation 238 permits a holistic review but lacks criteria for consistent implementation. Without standard 239 rubrics and training, this may result in subjective or inequitable evaluations. 240 Recommendations: • Define structured, documented holistic review processes, including 241 evaluation rubrics and reviewer training. • To guide equitable review, include specific, 242 context-based indicators (e.g., geographic, linguistic, financial, or educational adversity). 243 Appeals procedures are vaguely outlined. The statement that admissions decisions are 244 "final" lacks due process standards, including the composition of review committees and 245 clear appeals pathways. Recommendations: • Establish a two-tier appeals process. • 246 Require transparent, documented rationale for denials and committee review structures 247 with cross-functional representation. The draft contains no reference to educational 248 access or inclusive admissions practices. Given the current federal pressure on DEI 249 initiatives, it is critical to embed inclusive values without relying on contested terminology. Recommendation for Revised Language (Section III. A): All admissions decisions shall 250 251 reflect the University's commitment to identifying and supporting students whose potential 252 has been demonstrated in varied contexts, including those shaped by economic, regional, 253 social, linguistic, or educational disparities. Admissions review processes should consider 254 contextual evidence of resilience, contribution, and academic promise. Finally, the 255 regulation references the Board of Trustees' authority in setting "standard criteria" without 256 describing what those entail or how changes are communicated to academic units. 257 Recommendation: • Define what constitutes "standard criteria" and clarify review and 258 approval processes. Summary: This regulation centralizes authority, reduces transparency, 259 and weakens faculty input. It must be revised to restore governance balance, define 260 equitable practices, and safeguard access in admissions. II. Administrative Regulation: 261 Community Support and Intervention This regulation grants broad authority to the Vice 262 President for Student Success to manage referrals, interventions, and involuntary 263 withdrawals without clearly defining oversight mechanisms or procedural safeguards. Key 264 Issues and Recommendations: • Lack of team definition: The "Community of Concern" 265 team should include licensed clinicians, legal counsel, and student support professionals. 266 • Involuntary withdrawal: The process must include independent clinical evaluation, 267 ADA/504 rights notification, and a precise appeal mechanism. • Emergency contact 268 notification: Require FERPA-aligned language and documentation standards for when and 269 how notification occurs. • Systemic factors: Add language that acknowledges broader 270 contributors to student distress (e.g., financial insecurity, housing, discrimination) and 271 outlines a cross-campus support approach. Summary: This AR focuses on safety and risk 272 but lacks balance, transparency, and due process protections. Revisions should emphasize clinical accountability, student rights, and broader institutional responsibility. 273 274 III. Administrative Regulation: The Student Experience The regulation provides 275 administrative oversight for student organizations, housing, and dining, but presents 276 student life as transactional and overregulated. Key Issues and Recommendations: • 277 Naming restrictions: Limiting the use of "UK" or similar identifiers in student organization

names could delegitimize affinity and advocacy groups. Consider a policy that permits institutional affiliation language when use is responsible and not misleading. • Fundraising and approval: Clarify fundraising approval criteria. Policies should remain viewpoint-neutral and transparent. • Missing educational framing: Add language to reflect the role of student life in leadership, civic engagement, and identity development. Recommendation for Introductory Language: Student life is central to fostering leadership, civic engagement, identity exploration, and campus community. The University affirms the educational value of student-led organizations and co-curricular involvement. Summary: This regulation emphasizes administrative control without articulating the developmental purpose of student life. A revised draft should affirm student autonomy, educational value, and inclusive engagement across student communities.

The document about Admissions is frankly quite scary - it appears to argue that anyone who has completed UK's academic requirements will be admitted, even if they are unable to demonstrate that they can contribute to the UK community on any way. The sentence linking socio-economic status and criminality needs re-writing. If UK is now promising to provide adequate financial aid to all admitted students, the current sentence is OK, but if not, it should say something like "the application process is "need blind"", so that an applicant's need for financial assistance will not be considered.

Either UK considers factors such as leadership, potential for success, and noteworthy achievements or it considers only academic credentials - this document tries to state both positions. I gather that someone wanted to signal to the public that neither children of alumnae, or applicants adding ethnic, cultural or economic diversity to the incoming class would be given preference. Of course, athletes, inventors and artists would also be on equal footing with students who simply earned a certain GPA. The new statement is trying to conform to a view of a university degree as a right rather than a privilege to be earned through hard work.

COLLEGE OF LAW:

- (1) We note the ambiguity and vagueness of the use of two terms, "collaboration with" and
 "in conjunction with." Are these historical terms with a known meaning at UK? If we had to
 choose one, which term would be better for units to have a role in setting admission
 standards?
- 312 (2) Our role as the Faculty Senate is to advise the Provost. We have **two options**: We can 313 point out that it is confusing to use two different terms, and we don't like the vagueness

314 315	and ambiguity of either term. Could the Provost settle on one term that is a more clear and specific term.		
316 317 318 319 320 321	OR we could communicate: The Faculty Senate construes "collaboration with" to mean the same thing as "in conjunction with," and the Senate construes both terms to mean that the Provost (and the Vice President for Student Success with regard to undergraduate programs) will not act to make or alter admission requirements and procedures without consulting with and receiving the input of the faculty of the colleges communicated through the colleges' leadership.		
322 323 324 325 326	(3) With respect to specific requirements for Post-Baccalaureate Professional programs, we would like it to be clear that the colleges have a clear role in setting admissions standards and requirements, so we would like our AR line item to borrow from the Graduate line item the following text: "Individual colleges and programs determine the admission requirements to their colleges and programs."		
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328	College of A&S:		
329 330 331 332	two groups charged with maintaining; no specification of division between VPSS, GS, and ProfPrograms II A, B have different orderings of bullet points		
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335	COMMUNITY SUPPORT AND INTERVENTION		
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337 338 339 340 341 342 343	• BUSINESS: AR 4.1 provides extensive details on procedures for registration, managing violations, use of university facilities, rules for posters, handbills, chalking, and yard signs, and other limited privileges such as tax exemption, insurance, use of university marks, and agency accounts. The draft regulation, while covering key rules and prohibitions for student organizations, is significantly less detailed regarding these specific procedures and policies compared to current AR4.1. Why?		
344 345 346	 DESIGN: Referral Mechanism (Section I) "should submit a referral to the Vice President for Student Success." It isn't clear how referrals are evaluated. 		

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347	0	Emergency Contact Communication (Section II & V) "The Dean of Studentswill	
348		coordinate any engagement by other University employees." "communication may	
349		be initiated with the student's emergency contact." What constitutes an	
350		"emergency" that allows breaching a student's confidentiality. FERPA implications?	
351	0	Involuntary Medical Withdrawal (Section IV) "may initiate an involuntary medical	
352		withdrawal." How does this comply with the ADA and Section 504 of the	
353		Rehabilitation Act? Is reasonable accommodation defined somewhere? Is there an	
354		appeal process? Due process?	
355	0	Authority and Role of "Community of Concern Team" (Section III) "The teamwill be	
356		trained in threat assessment" How does this team operate? How are decisions	
357		made? Is there any transparency on this as this is the group can initiate involuntary	
358		withdrawal?	
359	COLLEGE OF	MEDICINE:	
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361	• On L.R	eferrals "risk" a student is doing comething risky to or in the campus community and is	
362	 On I. Referrals. "risk" a student is doing something risky to or in the campus community and is endangering himself or others, we need to submit a referral to the Vice President for Student 		
363		s? Perhaps we should call the police instead. Use a different word that risk or define it	
364	better.		
365		Community of Concern team. "comply with industry standards". Opaque sentence, what	
366		talking about? No effort it made to describe the processes that are listed. Definition and	
367		r characterization of processes are needed. Team is made up of people who can help with	
368	the we	ell-being, success, and safety of students. Why not list psychologist, clinicians, counselors,	
369	and po	lice officers?	
370	 On VI. 	Mandatory reporting. Why must students report on each other?	
371	 Genera 	al feedback is that the rules are made vague on purpose.	
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373	College of A&S	:	
374	links can change and are not as permanent as this document		
375		hether UKPD, VPSS, or Dean Students has authority to contact the	
376	VII is info, no	ot policy	
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379 STUDENT EXPERIENCE

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- BUSINESS: Should faculty be able to serve on this team? The draft document is less specific about the composition of the team, stating that the VP for Student Success will appoint a team of employees with demonstrated experience. It adds that the team will be trained in threat assessment and comply with industry standards, details not mentioned in the effective regulation's composition section. It does not list specific required representatives, the chair, or appointment terms.
- What is the Equal Dignity regulation?

DESIGN:

- Freedom of Association and Viewpoint Discrimination (Section I.B.1) Does UK
 follow an "all-comers" policy or does it allow belief-based membership criteria for mission-centered RSOs.
 - Fundraising Restrictions (Section I.B.3) "Any fundraising requires approval of the Vice President for Student Success." Is this just on-campus fundraising? Or fundraising that uses University resources?
 - All Members Must Be Students (Section I.B.4) "All members of an RSO must be enrolled students..." What about alumni mentoring clubs or religious groups with community advisors in non-voting or advisory roles
 - Hazing Reporting Requirement (Section I.B.5) "Any member of the University community...must report..." Is reporting confidential?
 - Appeals Process (Section II) "Students who would like to appeal...are referred to the Housing and Dining Appeals Committee." Reference specific policies for the appeals process?

 COMMUNICATION & INFORMATION: "All student organizations must be non-profit in nature and any fundraising requires approval of the Vice President for Student Success." --- What if student orgs co-host fundraising events with other local chapters and other university chapters? It will be helpful to provide clarification on procedures and boundaries for such joint fundraising events, possibly by specifying whether approval is needed from all involved chapters and outlining how shared responsibilities are managed.

COLLEGE OF MEDICINE:

• This title does not describe the student experience, unless one defines the whole Student Experience by eating, dinning and being prohibited to do certain things with respect to RSO.

415 416 417 418 419	 On B. Prohibitions, "The university will not obstruct" please consider that this wording ("not obstruct") can read as support, guide, engage, or even prefer. How can one obstruct or not obstruct the defining of something? The University will not <i>influence</i> could be better. General sense that again, these ARs are waffley and vague and continue to treat our students as "non-adults".
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421	College of A&S:
422	prohibition without statement of consequences or reference to policy.
423	"there are a variety of dining options" paragraph is info, not policy
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426	