




Professor Jean Morrison, University Provost and Chief Academic Officer

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**TO:** Faculty of the Department of Earth & Environment

**FROM:** Jean Morrison, University Provost and Chief Academic Officer 

**DATE:** April 12, 2019

**SUBJECT:** Update on the University's Faculty Handbook Process regarding Professor David Marchant

Several months ago, Professor David Marchant exercised his right under the University's Faculty Handbook to have a faculty Hearing Committee review my decision to terminate his faculty appointment. My decision was based on a finding by the Equal Opportunity Office (EOO) that he had violated Boston University's Sexual Misconduct/Title IX Policy. Under the processes outlined in the Faculty Handbook, the faculty Hearing Committee is charged with reviewing the penalty and making a non-binding recommendation to the President about whether termination is the appropriate penalty. The Hearing Committee only reviews the appropriateness of the penalty; it does not revisit the findings of the Equal Opportunity Office investigation. This is because the underlying finding of a policy violation is based on EOO's extensive and objective investigation of the facts. EOO's findings were initially reviewed by the Dean and accepted, and reviewed again when I considered the appeal of the Dean's decision.

In this case, the Hearing Committee recommended that Professor Marchant be suspended for three years without pay and then return to his role as a tenured faculty member, rather than be terminated. The Hearing Committee further recommended a permanent ban on his ability to lead expeditions to Antarctica under University auspices. The case then went to the President who reviewed the Hearing Committee's recommendation along with the underlying facts and circumstances considered in the EOO investigation, and decided instead that termination is the appropriate sanction. Because the case involves termination of a tenured faculty appointment, the President was required by the Faculty Handbook processes to recommend this sanction to the University's Board of Trustees for its consideration and final decision.

The Board of Trustees considered this matter on April 12, 2019, and decided to uphold the recommendation of President Brown that termination of Dr. Marchant's faculty appointment is the appropriate sanction. The decision of the Board of Trustees is final.