## THE LAW OF HIGHER EDUCATION:

## **ESSENTIALS FOR LEGAL AND**

# **ADMINISTRATIVE PRACTICE**

## **Contents**

Notice to Instructors

Notice of Website and Periodic Supplements for the Student Version

Preface

Acknowledgments

The Authors

General Introduction: The Study of Higher Education Law

- A. The Universe of Education Law
- B. The Governance of Higher Education
- C. Sources of Higher Education Law
- D. The Legal Relationships Within Institutions of Higher Education
- E. The Law/Policy Distinction
- F. The U.S. Legal System As It Relates to Higher Education Law

#### PART ONE PERSPECTIVES AND FOUNDATIONS

#### 1 Overview of Higher Education Law

- Section 1.1 How Far the Law Reaches and How Loudly It Speaks
- Section 1.2 Evolution of Higher Education Law
- Section 1.3 The Governance of Higher Education
  - 1.3.1 Basic concepts and distinctions
  - 1.3.2 Internal governance
  - 1.3.3 External governance

#### Section 1.4 Sources of Higher Education Law

- 1.4.1 Overview
- 1.4.2 External sources of law
  - 1.4.2.1 Federal and state constitutions
  - 1.4.2.2 Statutes
  - 1.4.2.3 Administrative rules and regulations
  - 1.4.2.4 State common law
  - 1.4.2.5 Foreign and international law
- 1.4.3 Internal sources of law
  - 1.4.3.1 Institutional rules and regulations
  - 1.4.3.2 Institutional contracts
  - 1.4.3.3 Academic custom and usage
- 1.4.4 The role of case law
- 1.4.5 Researching case law

#### Section 1.5 The Public-Private Dichotomy

- 1.5.1 Overview
- 1.5.2 The state action doctrine
  - 1.5.2.1 When private postsecondary institutions may be engaged in state action
  - 1.5.2.2 When students, employees, and others may be engaged in state
- 1.5.3 Other bases for legal rights in private institutions
- Section 1.6 Religion and the Public-Private Dichotomy
  - 1.6.1 Overview
  - 1.6.2 Religious autonomy rights of religious institutions and their personnel
  - 1.6.3 Government support for religious institutions and their students and faculty members
- 1.6.4 Religious autonomy rights of individuals in public postsecondary institutions
- Section 1.7 The Relationship Between Law and Policy

#### 2 Legal Planning and Dispute Resolution

- Section 2.1 Legal Liability
  - 2.1.1 Overview
  - 2.1.2 Types of liability
  - 2.1.3 Agency law
  - 2.1.4 Enforcement mechanisms

- 2.1.5 Remedies for legal violations
- 2.1.6 Avoiding legal liability
- 2.1.7 Treatment law and preventive law

#### Section 2.2 Litigation in the Courts

- 2.2.1 Overview
- 2.2.2 Jurisdiction
- 2.2.3 Judicial (academic) deference
- 2.2.4 Managing litigation and the threat of litigation

## Section 2.3 Alternative Dispute Resolution

- 2.3.1 Overview
- 2.3.2 Types of ADR
- 2.3.3 Applications to colleges and universities

#### Section 2.4 Institutional Management of Liability Risk

- 2.4.1 Overview and suggestions
- 2.4.2 Risk management strategies
- 2.4.3 Enterprise risk management

## PART TWO THE COLLEGE AND ITS GOVERNING BOARD AND STAFF

### 3 The College's Authority and Liability

- Section 3.1 The Question of Authority
  - 3.1.1 Overview
  - 3.1.2 Trustee authority

#### Section 3.2 Institutional Tort Liability

- 3.2.1 Overview
- 3.2.2 Negligence
  - *3.2.2.1 Overview*
  - 3.2.2.2 Premises liability
  - 3.2.2.3 Liability for injuries related to on-campus instruction
  - 3.2.2.4 Liability for injuries in off-campus courses
  - 3.2.2.5 Liability for cocurricular and social activities
  - 3.2.2.6 Student suicide
- 3.2.3 Educational malpractice and related claims
- 3.2.4 Defamation
- 3.2.5 Data privacy, cybersecurity, and institutional liability

- Section 3.3 Institutional Contract Liability
- Section 3.4 Institutional Liability for Violating Federal Constitutional Rights (Section 1983 Liability)
  - 3.4.1 Overview
  - 3.4.2 Eleventh Amendment immunity
- Section 3.4 Privacy
  - 3.4.1 Privacy laws
  - 3.4.2 Privacy and public records laws

### 4 The College and Its Employees

- Section 4.1 Overview of Employment Relationships
- Section 4.2 Employment Contracts
  - 4.2.1 Defining the contract
  - 4.2.2 The at-will doctrine
- Section 4.3 Collective Bargaining
  - 4.3.1 Overview
  - 4.3.2 The public-private dichotomy in collective bargaining
  - 4.3.3 Collective bargaining and antidiscrimination laws
  - 4.3.4 Collective bargaining and students
- Section 4.4 Personal Liability of Employees
  - 4.4.1 Overview
  - 4.4.2 Tort liability
    - 4.4.2.1 Overview
    - 4.4.2.2 Negligence
    - 4.4.2.3 Defamation
  - 4.4.3 Contract liability
  - 4.4.4 Constitutional liability (personal liability under Section 1983)
    - 4.4.4.1 Qualified immunity
    - 4.4.4.2 Issues on the merits: State-created dangers

## Section 4.5 Employment Discrimination

- 4.5.1 Overview: The interplay of statutes, regulations, and constitutional protections
- 4.5.2 Sources of law
  - *4.5.2.1 Title VII*
  - 4.5.2.2 Equal Pay Act
  - 4.5.2.3 *Title IX*

- 4.5.2.4 Section 1981
- 4.5.2.5 Americans with Disabilities Act and Rehabilitation Act of 1973
- 4.5.2.6 Age Discrimination in Employment Act
- 4.5.2.7 Constitutional prohibitions against employment discrimination
- 4.5.2.8 Executive Orders 11246 and 11375
- 4.5.2.9 Laws prohibiting sexual orientation discrimination
- 4.5.2.10 Laws prohibiting transgender discrimination

#### Section 4.6 Affirmative Action

- 4.6.1 Overview
- 4.6.2 Affirmative action under Title VII
- 4.6.3 Affirmative action under the equal protection clause
- 4.6.4 State regulation of affirmative action
- 4.6.5 Conclusions

Section 4.7 Application of Nondiscrimination Laws to Religious Institutions

#### PART THREE THE COLLEGE AND ITS FACULTY

#### 5 Special Issues in Faculty Employment

- Section 5.1 Overview
- Section 5.2 Faculty Contracts
  - 5.2.1 Overview
  - 5.2.2 Academic custom and usage
  - 5.2.3 Part-time faculty
  - 5.2.4 Contracts in religious institutions
- Section 5.3 Faculty Collective Bargaining
- Section 5.4 Application of Nondiscrimination Laws to Faculty Employment Decisions
  - 5.4.1 Overview
  - 5.4.2 Judicial deference and remedies for tenure denial
- Section 5.5 Affirmative Action in Faculty Employment Decisions
- Section 5.6 Standards and Criteria for Faculty Personnel Decisions
  - 5.6.1 General principles
  - 5.6.2 Terminations of tenure for cause
  - 5.6.3 Denial of tenure
  - 5.6.4 Closures, mergers, program reductions, and layoffs of tenured faculty
    - 5.6.4.1 Overview

- 5.6.4.2 Contractual considerations
- 5.6.4.3 Constitutional considerations
- 5.6.4.4 Statutory considerations
- 5.6.4.5 Preparing for closures and reductions in force
- Section 5.7 Procedures for Faculty Employment Decisions
  - 5.7.1 General principles
  - 5.7.2 The public faculty member's right to constitutional due process
    - *5.7.2.1 Overview*
    - 5.7.2.2 Nonrenewal of contracts
    - 5.7.2.3 Denial of tenure
    - 5.7.2.4 *Termination of tenure*
  - 5.7.3 The private faculty member's procedural rights

### 6 Faculty Academic Freedom and Freedom of Expression

- Section 6.1 General Concepts and Principles
  - 6.1.1 Faculty freedom of expression in general
  - 6.1.2 Other constitutional rights supporting faculty freedom of expression
  - 6.1.3 Academic freedom: Basic concepts and distinctions
  - 6.1.4 Professional versus legal concepts of academic freedom
  - 6.1.5 The foundational constitutional law cases
  - 6.1.6 External versus internal restraints on academic freedom
  - 6.1.7 "Institutional" academic freedom
  - 6.1.8 "International" academic freedom
- Section 6.2 Academic Freedom in Teaching
  - 6.2.1 In general
  - 6.2.2 The classroom
  - 6.2.3 Grading
  - 6.2.4 Private institutions
- Section 6.3 Academic Freedom in Research and Publication
- Section 6.4 Academic Freedom in Religious Colleges and Universities

#### PART FOUR THE COLLEGE AND ITS STUDENTS

#### 7 The Student-Institution Relationship

Section 7.1 The Legal Status of Students

- 7.1.1 Overview
- 7.1.2 The age of majority
- 7.1.3 The contractual rights of students
- 7.1.4 Student academic freedom
- 7.1.5 Students' legal relationships with other students

#### Section 7.2 Admissions

- 7.2.1 Basic legal requirements
- 7.2.2 Arbitrariness
- 7.2.3 The contract theory
- 7.2.4 The principle of nondiscrimination
  - 7.2.4.1 Race
  - 7.2.4.2 Sex
  - 7.2.4.3 Disability
  - 7.2.4.4 Age
  - 7.2.4.5 *Immigration status*
- 7.2.5 Affirmative action programs
- 7.2.6 Readmission

#### Section 7.3 Financial Aid

- 7.3.1 General principles
- 7.3.2 Federal programs
- 7.3.3 Nondiscrimination
- 7.3.4 Affirmative action in financial aid programs
- 7.3.5 Discrimination against noncitizens
  - 7.3.5.1 Documented (immigrant and nonimmigrant) students
  - 7.3.5.2 *Undocumented students*

### Section 7.4 Student Housing

- 7.4.1 Overview
- 7.4.2 Discrimination claims
- 7.4.3 Searches and seizures

#### Section 7.5 Campus Computer Networks

- 7.5.1 Freedom of speech
- 7.5.2 Right to privacy
- 7.5.3 Liability issues

#### Section 7.6 Campus Security

7.6.1 Security officers

- 7.6.2 Protecting students against violent crime
- 7.6.3 Federal statutes and campus security
- Section 7.7 Other Support Services
  - 7.7.1 Overview
  - 7.7.2 Services for students with disabilities
  - 7.7.3 Services for international students
- Section 7.8 Student Records
  - 7.8.1 Family Educational Rights and Privacy Act (FERPA)
  - 7.8.2 State law

#### **8 Student Academic Issues**

- Section 8.1 Overview
- Section 8.2 Grading and Academic Standards
- Section 8.3 Online Programs
  - 8.3.1 Overview
  - 8.3.2 Student legal claims about online programs
- Section 8.4 Academic Accommodations for Students with Disabilities
  - 8.4.1 Overview
  - 8.4.2 Requests for programmatic or other accommodations
    - 8.4.2.1 Domestic programs
    - 8.4.2.2 Study abroad programs
    - 8.4.2.3 Online and digital materials in programs and services
- Section 8.5 Sexual Harassment of Students by Faculty Members
- Section 8.6 Academic Dismissals and Other Academic Sanctions
  - 8.6.1 Overview
  - 8.6.2 Contract issues and fiduciary duty issues
  - 8.6.3 Constitutional issues
  - 8.6.4 Discrimination issues
  - 8.6.5 Procedures for academic sanctions
    - 8.6.5.1 Public institutions
    - 8.6.5.2 Private institutions

#### 9 Student Disciplinary Issues

- Section 9.1 Disciplinary and Grievance Systems
  - 9.1.1 Overview

- 9.1.2 Establishment of systems
- 9.1.3 Codes of student conduct
- 9.1.4 Judicial systems

#### Section 9.2 Disciplinary Rules and Regulations

- 9.2.1 Overview
- 9.2.2 Public institutions
- 9.2.3 Private institutions
- 9.2.4 Disciplining students with mental disorders

#### Section 9.3 Procedures for Suspension, Dismissal, and Other Sanctions

- 9.3.1 Overview
- 9.3.2 Public institutions: Disciplinary sanctions
  - 9.3.2.1 *Overview*
  - 9.3.2.2 *Notice*
  - 9.3.2.3 *Hearing*
- 9.3.3 Private institutions

## Section 9.4 Student Protests and Freedom of Speech

- 9.4.1 Student free speech in general
- 9.4.2 The "public forum" concept
- 9.4.3 Regulation of student protest
- 9.4.4 Prior approval of protest activities
- 9.4.5 Posters and leaflets
- 9.4.6 Protests in the classroom

#### Section 9.5 Speech Codes and the Problem of Hate Speech

- 9.5.1 Hate speech and the campus
- 9.5.2 The case law on hate speech and speech codes
- 9.5.3 Guidelines for dealing with hate speech on campus

#### 10 Rights and Responsibilities of Student Organizations and Their Members

- Section 10.1 Student Organizations
  - 10.1.1 The right to organize
  - 10.1.2 The right not to join, or associate, or subsidize
  - 10.1.3 Mandatory student activities fees
  - 10.1.4 Principle of nondiscrimination
  - 10.1.5 Religious activities
- Section 10.2 Fraternities and Sororities

- 10.2.1 Overview
- 10.2.2 Institutional recognition and regulation of fraternal organizations
- 10.2.3 Institutional liability for the acts of fraternal organizations

#### Section 10.3 The Student Press

- 10.3.1 General principles
- 10.3.2 Mandatory student fee allocations to student publications
- 10.3.3 Permissible scope of institutional regulation
- 10.3.4 Advertising in student publications
- 10.3.5 Obscenity
- 10.3.6 Libel
- 10.3.7 Obscenity and libel in private institutions

#### Section 10.4 Athletic Teams and Clubs

- 10.4.1 General principles
- 10.4.2 Athletes' due process rights
- 10.4.3 Athletes' freedom of speech
- 10.4.4 Pertinent statutory law
- 10.4.5 Athletic scholarships
- 10.4.6 Sex discrimination
- 10.4.7 Discrimination on the basis of disability
- 10.4.8 Drug testing
- 10.4.9 Tort liability for athletic injuries

#### PART FIVE THE COLLEGE AND THE OUTSIDE WORLD

#### 11 The College and Government

- Section 11.1 Local Government Regulation
  - 11.1.1 Overview of local government regulation
  - 11.1.2 Trespass statutes and ordinances, and related campus regulations
  - 11.1.3 Relations with local police
- Section 11.2 State Government Regulation
  - 11.2.1 Overview
  - 11.2.2 State provision of public postsecondary education
  - 11.2.3 State chartering and licensure of private postsecondary institutions
  - 11.2.4 Other state regulatory laws affecting postsecondary education programs
    - 11.2.4.1 Laws on gun possession

- 11.2.4.2 Open public meetings and open public records acts
- Section 11.3 Federal Government Regulation
  - 11.3.1 Overview of federal constitutional powers over education
  - 11.3.2 Federal regulation of postsecondary education
    - 11.3.2.1 Overview
    - 11.3.2.2 Regulation of research
    - 11.3.2.3 Regulation of intellectual property
- Section 11.4 Federal Aid-to-Education Programs
  - 11.4.1 Functions and history
  - 11.4.2 Legal structure of federal aid programs
- Section 11.5 Civil Rights Compliance
  - 11.5.1 General considerations
  - 11.5.2 Title VI
  - 11.5.3 Title IX
    - 11.5.3.1 Overview
    - 11.5.3.2 Title IX and peer sexual harassment
    - 11.5.3.3 Claims by accusing students
    - 11.5.3.4 Claims by accused students
  - 11.5.4 Section 504 of the Rehabilitation Act
  - 11.5.5 Coverage of unintentional discrimination

### 12 The College and External Private Entities

- Section 12.1 The Education Associations
  - 12.1.1 Overview of the education associations
  - 12.1.2 Accrediting agencies
  - 12.1.3 Athletic associations and conferences
- Section 12.2 Business Partners
  - 12.2.1 Research collaboration
  - 12.2.2 The research agreement

## **APPENDICES**

- A. Constitution of the United States of America: Provisions of Particular Interest to Postsecondary Education
- B. The American Court System
- C. Reading and Analyzing Court Opinions

# D. Glossary of Legal Terms

Bibliography

Statute Index

Case Index

Subject Index