

**MINUTES**  
**Faculty Affairs Committee**  
**October 12, 2020**  
**Zoom**

**Voting Members Present:**

Deborah Elkis-Abuhoff  
Michael Heiss  
Rina Hirsch (Chair)  
Maureen Houck  
Kris Lotier  
Kevin McElroy  
Brian McFadden  
Rebecca Natow  
Jean-Paul Rodrigue  
Elisabeth Schlegel  
Sylvia Silberger

**Non-Voting Members Present:**

Margaret Abraham (Sr Vice Provost for  
Academic Affairs)  
Elisabeth Ploran (AAUP President)  
Holly Seirup (Dean, HPHS)

**Guest:**

Craig Burnett

**Absent:**

Xiang Fu

1. The meeting was called to order at 11:01 a.m.
2. Minutes from the September 14, 2020 meeting were unanimously approved with minor amendments.
3. Craig Burnett presented on concerns regarding EthicsPoint, specifically the lack of faculty input into adopting the process.
  - a. The committee discussed the process by which the EthicsPoint system was adopted, with Margaret Abraham providing the committee with the background details and history:
    - i. The administration was not involved in the process initially. Margaret also made clear that the Provost's office did not want the process to unfold the way it did and that they were not responsible for the start of this initiative. Instead students lodged a complaint to the President requesting that an online complaint system be put into place. The President made a commitment to have an online system.
    - ii. Originally, the student committee had selected Maxient; however, under that system graduate student assistants would be those responsible for appropriately routing complaints (per Elisabeth Ploran).
    - iii. The Provost's office did not agree with this system and sought to better protect faculty. Once the Provost's office became involved they made modifications including the system to be used. A switch was made to EthicsPoint with the goal of maintaining confidentiality. Data collected by

the system will be stored on an external server hosted by EthicsPoint. The EthicsPoint system is quite clear in explaining to the those lodging complaints that the University is unable to do much about anonymous complaints.

- iv. All complaints will start at the Provost's office. Faculty members are informed when complaints are lodged against them.
  - v. Margaret indicated that the faculty will be provided with the details about the system for full transparency.
  - b. Elisabeth Ploran suggested that the committee may want to put the administration on notice by way of censure to prevent such skirting of due process.
  - c. Michael Heiss put forth a motion to draft a censure statement for discussion at our next FAC meeting. The censure statement will address future faculty impacting initiatives being required to go through the shared governance process with involvement by the union before approval. Michael volunteered to put together the first draft.
4. The meeting was adjourned at 12:04 p.m.