

**UNIVERSITY SENATE
ANNUAL COMMITTEE REPORT 2020-21**

Committee Name: Professional Ethics and Welfare

Number of meetings held this year: 7

Committee Chair: Alicia Monroe

Committee Members: (list here)

Sarah Bauer

Nicole Edwards

Shirley Farrar

Kimberly Houser

Jonathan Jiras

Amy Kumiesz

Erin O'Neill

James Roh

Lauren Shryock

Shari Thompson

William Freind (Ex-officio member)

Purpose of/Charge to Committee:

This committee evaluates conditions under which faculty/professional staff function; recommends rules to ensure fair treatment for all faculty/professional staff members.

Summary of Activities this Year:

I. Ethics Complaints

Three potential ethics issues were brought to the attention of the committee chair. However, no formal ethics complaints were filed.

II. Code of Ethics Revision

The committee re-engineered the Code of Ethics for Faculty/Professional Staff which was last amended 5/15/02. This was an outcome of two years of committee work that included the following.

- 1. Research the focus of ethics committees at New Jersey AFT-affiliated universities.**
- 2. Committee discussion with the current and former Ombuds.**
- 3. Meeting with the Title IX Coordinator.**
- 4. Discussions with the AFT Grievance Chair.**
- 5. Review of the IRB process.**

6. Review of the role of the University Ethics Liaison and the Whistleblower Hotline process.

III. Ethics Reporting Guide

For the past two years the Professional Ethics and Welfare Committee has worked diligently to identify the University's business owners of ethical practice and research the ethical approaches of colleges/universities in the region; in order to rebrand the committee as a valuable entity in its service to AFT members.

Accordingly, in addition to updating and revising the Code of Ethics, the committee created an Ethics Reporting Guide to be distributed to AFT members. The purpose of this guide is to assist AFT members in navigating avenues of redress for ethical issues and concerns.

SUGGESTIONS & RECOMMENDATIONS

Suggestions:

The committee endeavors to review, revise, and possibly reframe the Procedures for the Senate Ethics Committee document.

Recommendations:

None