

Ohio University Faculty Senate
Monday, November 13, 2017
Margaret M. Walter Hall, Room 135, 7:10pm
Meeting Minutes DRAFT

In attendance

Group I

- *College of Arts and Sciences*: J. Andrews, G. Buckley, D. Clowe, S. Gradin, K. Hicks, J. McLaughlin, R. Muhammad, R. Palmer, H. Perkins, N. Reynolds, W. Roosenburg, N. Sandal, B. Schoen, C. Snyder, E. Stinaff, J. White, S. Wyatt
- *College of Business*: K. Hartman, D. Ridpath, A. Rosado Feger
- *College of Fine Arts*: C. Buchanan, B. Evans [sub. For K. Geist], A. Hibbitt, H. Siebrits, D. Thomas
- *College of Health Sciences and Professions*: R. Brannan, A. Sergeev
- *Heritage College of Osteopathic Medicine*: B. Franz, S. Williams, J. Wolf
- *Patton College of Education*: G. Brooks, L. Harrison, S. Helfrich
- *Regional Campus – Chillicothe*: Allison White
- *Regional Campus – Eastern*: P. McMurray-Schwarz
- *Regional Campus – Lancaster*: C. Thomas-Maddox
- *Regional Campus – Southern*: O. Carter
- *Regional Campus – Zanesville*: J. Taylor, Amy White
- *Russ College of Engineering*: D. Arch, J. Cotton, D. Masel, G. Weckman
- *Scripps College of Communication*: B. Debatin, S. Girton, T. Roycroft
- *Voinovich School of Leadership and Public Affairs*: D. Kauneckis

Group II and Clinical

- *Athens At Large*: D. Duvert, C. Schwirian
- *Clinical*: J. Balbo
- *College of Arts & Sciences*: H. Edwards
- *College of Business*: T. Barnett
- *College of Health Sciences and Professions*: M. Clevidence
- *Patton College of Education*: C. Hartman
- *Regional Higher Education*: D. Nickles, T. Pritchard

Excused: H. Edwards, K. Geist, F-C. Jeng, F. Lewis

Absent: G. Holcomb

MEETING AGENDA

- I. Janetta King & Dave Scholl, Chair and Vice-Chair, Board of Trustees
- II. Executive Vice President & Provost David Descutner
- III. Roll Call and Approval of the October 16, 2017 Minutes
- IV. Chair's Report—Joe McLaughlin
 - Updates and Announcements
 - Status of Resolutions
 - Ohio Faculty Council Update—Beth Quitslund
 - **Upcoming Senate Meeting: December 11, 2017, 7:10pm, Walter Hall 235**
- V. Educational Policy & Student Affairs Committee—Katie Hartman
- VI. Finance & Facilities Committee—Susan Williams
- VII. Promotion & Tenure and Professional Relations Committee—Sherrie Gradin & Sarah Wyatt
 - a. Joint Sense-of-the-Senate Resolution on Teaching Intensive Tenure-Track Faculty—First Reading
- VIII. Professional Relations Committee—Sarah Wyatt
 - a. Resolution to Update Faculty Handbook Language on Institutional Equity—First Reading
 - b. Resolution to Clarify Sanctions Available to College Professional Ethics Committees—First Reading
- IX. New Business
- X. Adjournment

Chair McLaughlin called the meeting to order at 7:10 pm and recognized David Moore, Secretary to the Board of Trustees who introduced visiting members of the Board of Trustees

I Janetta King & Dave Scholl, Chair and Vice-Chair, Board of Trustees

Board of Trustees Chair Janetta King made welcoming remarks with introduction of herself and provided a brief review of the role Board of Trustees and who is appointed to serve. Each member is appointed by the Board by Governor of Ohio and must be a resident of Ohio who will serve for nine years. Also, the Board appoints 2 members: a student representative and an alumni representative. The Board of Trustees focuses on strategic level matters not day-to day policies. King invited those who are interested to visit the Board's website which contains agenda, minutes, and other information.

Questions and discussion:

Senator Roosenberg asked how does the Board interpret research. Group I faculty are feeling threatened by major shift to hiring more Group II.

King and **Scholl** responded that the Board values research. The model for faculty is changing in terms of ratio of Group I and II, partly reflecting the previous provost's hiring plans.

Interim Executive Vice President & Provost Descutner added that following the last Faculty Senate meeting, the administration has met with Deans and other higher administrative officials making sure that research is protected.

Senator Schoen asked would non-academic units share the burden of budget cuts.

King responded that the situation was not black-and-white and the Board was waiting to hear from Budget Planning Council. The Board is uncomfortable spending the amount of reserves we have.

Scholl added that the administration is looking at efficiency-producing cuts and trying to avoid the across the board cuts.

Senator Hicks commented that faculty are well aware of the budget problems and the difficult decisions to be made. What many faculty are worried about is that decisions are made at the higher levels with discussion but no listening.

Senator Buckley stated that having served as a program reviewer at another MAC school where 50% of the classes are taught by contractual faculty and 30% of the curriculum is in the form of online classes, the senator asked, What are we going to look like? What are our priorities going forward?

King repeated the Board's commitment to Group I faculty.

Scholl stated that he would not want to be at the university described by the senator (see above). The Board is trying to maintain financial foundation of OU so that it can go forward with our distinctiveness.

Senator Brannan said CHSP has been losing Group I for sometime and urged the Board to listen to statements by the College of Arts & Sciences raising alarm over the decline of Group I faculty.

Senator Stinaff commented that financial struggles are real. In some cases, cuts are up to 20%. The senator also pointed out the disconnect between the aspirational rhetoric and the reality of the cuts.

King replied by emphasizing that the changes will gradual and well discussed before the hard decisions are made.

Scholl added that the Board is involved in conversations about trade-offs and maintaining the core that attracts people to the university.

Senator Debatin stated that it was good to see the president emphasizing research. However, an actual change in priorities was bit apparent. Growth has taken place in non-academic areas not in areas of teaching scholarship. How will the Board change to meet the President's goals for the university?

Senator Wyatt raised a functional question: how can we recruit students and others if we are still waiting on budget decisions? Can we get ahead of this a little?

Vice President for Finance and Administration Deb Shaffer noted that multi-year budgets are being prepared.

Senator Nickles wanted to thank the president for coming to the regional campuses.

King stated that Regional campuses are near and dear to our hearts. Regional campuses facing budget and enrollment struggles. A group asked has been to look at regional campus model that will work for us in the future.

Senator Nickles said that Cost Credit Plus is negatively impacting regional campuses.

II Executive Vice President & Provost David Descutner

Descutner made several announcements regarding various administrative searches: (1)the Advancement Search is well underway andJanuary site interviews are anticipated; (2) theProvost search has begun with the expectation of a person in place by July; (3) Diversity and HTC searches are unfolding.

In addition, Cultural Competency course committee has met and will report back to the Senate with updates.

Questions and discussion:

Senator Roosenberg said at the last meeting it was suggested that across the board cuts are not desirable. Was this still the case?

Descutner said that planning and scenarios were under way.

Senator Debatin expressed dissatisfaction with the Freedom of Expression issue and particularly with the committee designed to review it. The committee is heavy with administrative members, the senator pointed out and it did not have a very robust representation of faculty, students, etc. The senator stated that it reflected a lack of engagement of freedom of expression stakeholders. Why does it appear to operating in secret?

Descutner replied that the committee would be meeting tomorrow

III. Roll Call and Approval of the October 16, 2017 Minutes

Roll call (Robin Muhammad)

Minutes were approved by a voice vote.

IV Chair's Report—Joe McLaughlin

Updates and Announcements: Task force on cultural competence was moving to become a Standing Committee for Cultural Competence

Resolutions from the last meeting are still in the Provost's office.

Ohio Faculty Council Update—Beth Quitslund

Quitslund, vice-chair on Ohio Faculty Council reported on how OFC Chair Dan Crane has developed relationships with state legislators. Quitslund also provided updates on House Bill 66 (requiring all faculty to offer at least one 3-cr course per semester); House Bill 337 (sales tax exemption for textbooks); House Bill 363 Free Speech Bill: no invitation issue can be rescinded; regardless of the cost.

Upcoming Senate Meeting: December 11, 2017, 7:10pm, Walter Hall 235

V. Educational Policy & Student Affairs Committee – Katie Hartman

Katie Hartman reported on the following three major items:

1. First, EPSA has been working on a Resolution about establishing Graduate Faculty Status. Last year, EPSA was approached by the Graduate Faculty Council asking for a Resolution to establish Graduate Faculty Status. Reasons included HLC accreditation, requests from the state when proposing new graduate programs, and information accessibility across programs. Although it has taken us some time to solicit opinions and write drafts, EPSA has finalized a working draft to share with the Graduate Faculty Council. Our goal is to have a Resolution ready for first reading by the December meeting. I thank Charles Buchanan for his stewardship, Joe McLaughlin for his support, the Faculty Senate Executive committee for their input, and the EPSA committee for their hard work.
2. Second, EPSA has been discussing the possibility of a resolution about academic support personnel in athletics. As you may recall, the Ohio University Chapter of the American Association of University Professors (AAUP) presented a position paper titled “Position Paper on the Supervision and Financing of the Sook Center for Athletic Academic Advising” to various administrators and faculty on October 17. Subsequently, the AAUP chapter asked Faculty Senate to consider putting forth a Resolution about the key issue of the paper – which is shifting the supervision, financing, management, and control of athletic academic support personnel and its facilities from athletics to an academic office. Members of EPSA met with one of the paper authors – Senator Dave Ridpath – to discuss the paper and possibilities. After the meeting, the members of EPSA decided that it would be premature to put forth a resolution for first reading at this time. Instead, EPSA wanted to learn more about how the current structure operates as well as wanted input from Athletics, the Faculty Athletic Representatives, and the Intercollegiate Athletics Committee. The Intercollegiate Athletics Committee has formed a sub-committee to answer some of EPSA’s questions and to provide additional perspectives. Our goal is to continue to work with all groups to explore possibilities. On behalf of EPSA, I thank Senator Chris Schwirian, Senator Dave Ridpath, Faculty Athletic Representative Ann Gabriel, and Intercollegiate Athletics Committee Chair Heather Lawrence-Benedict for their expert advice and support.
3. Third, EPSA has been discussing a resolution about Reading Day. EPSA committee member Chris Schwirian has been leading the research and our discussions about this topic. Chris will share short summary of our discussions to-date and ask you for your input. Using your input, our goal is to bring forth a Resolution at the Faculty Senate meeting in December for first reading.

Katie Hartman then turned the floor over to **Senator Chris Schwirian** who reported on findings regarding a possible change to Reading Day (**See Appendix A**)

VI. Finance & Facilities Committee—Susan Williams

Susan Williams offered a reminder about the upcoming Eligibility Audit from HR. The deadline for submitting documentation is December 21.

Both student senates have voted in favor of the Ohio University Foundation divesting of oil resources.

VII. Promotion & Tenure and Professional Relations Committee—Sherrie Gradin & Sarah Wyatt

Joint Sense-of-the-Senate Resolution on Teaching Intensive Tenure-Track Faculty—First Reading (**See Appendix B**)

Gradin stated that the erosion of tenure is here but this resolution was not an attempt to fire or eliminate Group II positions. Budgetary cuts are suggesting more hires of Group II and fewer Group I. Teaching intensive workload has to be re-worked.

Questions and discussion:

Senator Schwirian said that Group II faculty are concerned about being removed. It was suggested that the first and third “be it resolved” statements should be clarified.

Gradin commented that it was intended to start a conversation about a conversion model.

Senator Perkins asked why aren’t we just arguing for more Group I? Isn’t this a retrenchment of class system?

Gradin replied we are already in a class system. There might be room to take a small risk with a change in the Group I structure to protect tenure.

Wyatt commented that it strengthen shared governance. Workload differential occurs (often) after tenure: Why not start out that way?

Senator Julie White mentioned the importance of the security of the mission of teaching.

Descutner said that a model for this occurred in the late 1980s.

Hartman stated this would open to current faculty if they wanted to apply for a teaching intensive position.

Williams added that many faculty were uncomfortable with the current climate. The teaching-intensive faculty could be corrosive to research since those positions are not research intensive.

Quitslund endorsed the need for “guard rails.” Although departments could figure this out, in fact, a lot of this is Dean-driven.

VIII. Professional Relations Committee—Sarah Wyatt

Resolution to Update Faculty Handbook Language on Institutional Equity—First Reading (See Appendix C)

No questions.

Resolution to Clarify Sanctions Available to College Professional Ethics Committees—First Reading (See Appendix D)

Questions and discussion:

Vice-Chair Thomas stated that six members are on each Ethics committee

Senator Rosado Feger commented that in the Faculty Handbook six members are mentioned.

IX. New Business

No new business

X. Adjournment

The meeting was adjourned at 9:25 p.m.

Appendix A

Reading Day

- Background

OHIO UNIVERSITY - TENTATIVE CALENDARS FOR FUTURE YEARS*

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
FALL SEMESTER						
Semester Opening Date/1st day of classes	Mon., Aug. 27	Mon., Aug. 26	Mon., Aug. 24	Mon., Aug. 23	Mon., Aug. 22	Mon., Aug. 28
Labor Day	Mon., 09/03/18	Mon., 09/02/19	Mon., 09/07/20	Mon., 09/06/21	Mon., 09/05/22	Mon., 09/04/23
Reading Day (1)	10/05/18	10/04/19	10/02/20	10/01/21	10/03/22	TBD
Veterans Day (2)	Mon., 11/12/18	Mon., 11/11/19	Wed., 11/11/20	Thu., 11/11/21	Fri., 11/11/22	Fri., 11/10/23
Thanksgiving Break	11/21 - 11/25	11/27 - 12/1	11/25 - 11/29	11/24 - 11/28	11/23 - 11/27	11/22 - 11/26
Last day of classes	Sat., 12/08/18	Sat., 12/07/19	Sat., 12/05/20	Sat., 12/04/21	Sat., 12/03/22	Sat., 12/09/23
Examination Period	12/10 - 12/15	12/9 - 12/14	12/7 - 12/12	12/6 - 12/11	12/5 - 12/10	12/11 - 12/16
Semester Closing Date	Sat., 12/15/18	Sat., 12/14/19	Sat., 12/12/20	Sat., 12/11/21	Sat., 12/10/22	Sat., 12/16/23

Note: reading day falls on a Friday 2018-2021 and falls on a Monday in 2022

Reading Day

- Issues/considerations
 - 1x/week classes; labs, studios, etc.
 - floating day of the week
 - Faculty concerns
- Parameters
 - ODHE 750min/cr (2,250 min for a 3 cr class)

What do other schools do?

Out of 14 MAC/Ohio Public U's

- No break – 7 schools
- Break – 7 schools
 - 1 day break.
 - e.g. Miami U. always on Friday, have class Veteran's day
 - 2 day break
 - e.g. BGSU, 2 day break (MT), start a week earlier

Options

1. Leave it as is
2. No reading day/fall break
3. Fall break
 - a. Two days, start earlier
 - b. One day, ~fixed weekday (e.g. always on Friday)

Also, change title? (Fall Break)

Send feedback to Chris Schwirian
(schwiria@ohio.edu) by end of November

MAC & Ohio Public U's

Fall Break

- Miami U, 1 day off (F)
- BGSU –2 days (MT)
- Toledo –2 days (MT)
- OSU – 2 days (ThF)
- Ball State –2 days, (MT)
- UC – 2 Days (MT)

Columbus day

- CSU (1 floating day off)

No Break

- Kent State U
- U Akron
- Wright State U
- Youngstown State U
- EMU
- CMU
- WMU

Note: UC is the only other school to call their break “reading day(s)”

Reading Day & Veteran's Day through 2022

	Reading Day		Veteran's Day
2018	Friday, October 5, 2018		Monday, November 12, 2018
2019	Friday, October 4, 2019		Monday, November 11, 2019
2020	Friday, October 2, 2020		Wednesday, November 11, 2020
2021	Friday, October 1, 2021		Thursday, November 11, 2021
2022	Monday, October 3, 2022		Friday, November 11, 2022

ODHE math

- ODHE requires 750 min/cr
- 3 cr = 2,250 min
- 15 weeks fall semester = 45 days for MWF classes)
 - 1 day labor day
 - 2 days (WF thanksgiving)
 - 1 day veterans day

= 41 days x 55min = 2,255 min

ODHE math

- ODHE requires 750 min/cr
- 3 cr = 2,250 min
- 15 weeks fall semester = 45 days for MWF classes)
 - 1 day labor day
 - **1 day reading day**
 - 2 days (WF thanksgiving)
 - 1 day veterans day
 - = **40 days x 55min = 2,200 min**
(50 min short)

										3-semester hour course = 2250 minutes			
2017-18	M	T	W	Th	F		MWF		TTh				
Fall*	14	14	14	14	14	13	55	2255	80	2240			
Spring	13	14	14	14	14		55	2255	80	2240			
*Veteran's Day observed Friday/Reading Day Tuesday													
2018-19													
Fall*	13	15	14	14	13		55	2200	80	2320			
Spring	13	14	14	14	14		55	2255	80	2240			
*Veteran's Day observed Monday/Reading Day Friday													
2019-20													
Fall*	13	15	14	14	13		55	2200	80	2320			
Spring	13	14	14	14	14		55	2255	80	2240			
*Veteran's Day observed Monday/Reading Day Friday													
2020-21													
Fall*	14	15	13	14	13		55	2200	80	2320			
Spring	13	14	14	14	14		55	2255	80	2240			
*Veteran's Day is Wednesday/Reading Day Friday													
2021-22													
Fall*	14	15	14	13	13		55	2255	80	2240			
Spring	13	14	14	14	14		55	2255	80	2240			
*Veteran's Day is Thursday/Reading Day Friday													
2022-23													
Fall*	13	15	14	14	13		55	2200	80	2320			
Spring	13	14	14	14	14		55	2255	80	2240			
*Veteran's Day is Friday/Reading Day Monday													

Appendix B

Sense-of-the-Senate Resolution on Teaching-Intensive Tenure Track Faculty

Promotion and Tenure & Professional Relations Committees

November 13, 2017

First Reading

Whereas the Faculty Handbook already allows for variable workload distribution at time of hire (II.A.1.B);

Whereas the erosion of tenure both locally and nationally is a major threat to academic freedom, shared governance, curricular integrity, the tenured faculty to student ratio that impacts ranking, and increasing research, scholarly, and creative activity of all faculty;

Whereas it should be a guiding principle that teaching needs should be addressed by teaching-intensive Group I rather than non-tenure track faculty;

Whereas the previous guiding principle is eroded with increasing numbers non-tenure track faculty;

Be it resolved that departments, schools, and colleges intentionally provide the means by which to consider teaching-intensive tenure lines through planning, promotion and tenure criteria, and workload management;

Be it resolved that those responsible for hiring decisions hire teaching-intensive tenure track faculty before hiring non-tenure track faculty whenever possible;

Be it resolved that the Senate and Administration seriously consider mechanisms for converting appropriate non-tenure track lines to teaching-intensive tenure track lines;

Be it resolved that departments ensure that promotion and tenure criteria reflect actual workload distribution of faculty, including teaching-intensive faculty.

Appendix C

Resolution to update the Faculty Handbook as appropriate for reorganization of the former Office of Institutional Equity

Professional Relations Committee

November 13, 2017

First Reading

Whereas the University has renamed and reorganized the former Office of Institutional Equity and renamed it,

Be it resolved that to maintain clarity whenever possible, the language of the Faculty Handbook be amended as follows

1. Where appropriate the **Office of Institutional Equity** will be replaced with **University Equity and Civil Rights Compliance (ECRC)**. Specifically, but not limited to

VII. E.1.b. The charge to the committee and a general description of the position to be filled will be given by the person responsible for making the appointment. In the case of deans and directors, the general description will be developed by the Provost in consultation with the members of the committee. The committee is responsible for ensuring that affirmative action principles are observed. It will meet with an officer of University Equity and Civil Rights Compliance (ECRC) early in its deliberations.

II. Q. Policy on Sexual Misconduct, Relationship Violence and Stalking

II.Q. 3. All Ohio University faculty and staff are responsible for compliance with [03.004](#) in the Policy and Procedures Manual and have an affirmative duty to report conduct inconsistent with this policy. Immediately upon learning of potential campus sexual misconduct, a faculty member who receives a complaint of sexual misconduct or who observes or learns of conduct that is reasonably believed to be in violation of this policy, is required to report the alleged conduct to University Equity and Civil Rights Compliance (ECRC), following the reporting guidelines as outlined in [03.004](#), section VII.A Duty to Report. University Equity and Civil Rights Compliance (ECRC) as the investigating office will respect the rights of all parties involved in the complaint in compliance with federal and state law.

4. In addition to the duty to report sexual misconduct to the University Equity and Civil Rights Compliance (ECRC) as identified above, in some circumstances there is a duty to report allegations of criminal conduct to law enforcement. Ohio law (Ohio Revised Code 2921.22) requires every person who knows that a felony has been or is being committed, to report it to law enforcement. It is a

criminal offense to knowingly fail to make the report. If a faculty member suspects or has knowledge of criminal activity occurring on university property, s/he has a duty to call the Ohio University Police Department at 740-593-1911 (in an emergency, please dial 911 immediately). Incidents that occur off campus or at a regional campus should be reported to local law enforcement.

5. A faculty member identified in a sexual misconduct complaint will be apprised of the facts involved by the Office of **University Equity and Civil Rights Compliance** (ECRC) and, as a part of the process, the faculty member will have the right to present any oral and written information relating to such a complaint before any action is taken.

6. Determinations made by **University Equity and Civil Rights Compliance** (ECRC) will be sent to the planning unit where, if appropriate, the complaint may be forwarded to the college or regional campus Professional Ethics Committee. A faculty member may appeal any action that might result from such a complaint following the procedures described in Section II.G. of the Faculty Handbook.

R. Policy on consensual and familial relationships in the instructional setting

1. A faculty member (or other person serving in an instructional role) shall not supervise, provide academic advising to, or grade the academic work of a student with whom s/he has or begins a consensual romantic or sexual relationship. Retaining such a supervisory role is a violation of Policy [03.004](#) (“Sexual Misconduct, Relationship Violence and Stalking”). Because such relationships may carry the potential for coercion, their consensual nature is inherently suspect. Furthermore, such a relationship may give other students in the same academic setting cause to believe that an unfair educational advantage accrues to the student in the relationship.
2. Familial instructional relationships may also confer unfair advantage on the student related to the faculty member or be so perceived. Thus, faculty shall not supervise, advise or grade the academic work of immediate family members. For purposes of this policy, immediate family is defined as in [Section II.C.7.a](#) and includes husband-wife, parent-child, domestic partner of the same or opposite sex, and sibling relationships.
3. An exception to the policy set forth in Items 1 and 2 may be permitted if safeguards are put into place by the faculty member’s chair or, if the faculty member is the chair, by the dean of the college offering the course.
4. Specific concerns or complaints regarding consensual or familial relationships may be brought to the attention of the department chair, University Equity and Civil Rights Compliance (ECRC), or the Office of the Ombudsperson. These three offices will assist the complainant in a timely fashion in an informal resolution of the complaint or direct the complainant to the appropriate grievance procedure. The investigating office will respect the rights of all parties involved in the complaint.

Appendix D

Resolution to clarify the sanctions available to the College Professional Ethics Committees

Professional Relations Committee

November 13, 2017

First Reading

Whereas, there has been confusion as to the scope of sanctions available to the University's Professional Ethics Committee and

Whereas the intent of the handbook was not to limit options available to the PEC for sanctions; and

Whereas previous PECs have discussed the option of loss of tenure and dismissal for severe cases of professional misconduct: and

Be it resolved that to clarify the intent of the language of the handbook, the language of the Faculty Handbook be amended as follows

5. Violations of Professional Ethics Not Involving Research Misconduct

b. Departmental and College Procedures

Cases of apparent violations of professional ethics not involving Research Misconduct should be brought to the attention of the department chair ^[3]. ...

After consideration of all of the testimony and evidence in the case, the Professional Ethics Committee will report its written conclusions and any recommendations to the dean of the college and to the person accused with a copy to the provost. The report and recommendations must be issued within thirty (30) days after receiving the written allegations. The findings and recommended action may include the following:

Not Guilty --The Professional Ethics Committee finds that the person charged is not guilty of a violation of professional ethics. This finding ends the process.

Reprimand—Suitable for violations of professional ethics that are moderately serious.

Censure or Disciplinary Action-- Appropriate for more serious violations of professional ethics, and may include, **but are not limited to**, a formal censure, reassignment of duties for some specified period of time, a **one-time** financial penalty not

to exceed 10% of the academic year's salary and/or recommendation that a school or department initiate loss of tenure and/or dismissal proceedings.

A recommendation of reprimand, censure, disciplinary action or to initiate loss of tenure/dismissal proceeding requires at least four positive votes from the college Professional Ethics Committee. In these cases, the report and recommendations of the Professional Ethics Committee and the dean's recommendation are forwarded in writing to the Provost for action within thirty (30) days after the dean receives the report and recommendations of the college Professional Ethics Committee. The dean may recommend a reduced, but not more severe, penalty to the Provost, and a copy of the dean's recommendation is given to the accused.