

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

Professional Relations Committee

December 11, 2017

Second Reading & Vote

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

1. 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.