The Committee on Professional Ethics and Academic Freedom met six times during academic year 2017-2018.

**Charge to the PEAF from the Faculty Senate Executive Committee (FSEC) for Academic Year 2017-2018:**

1. Complete the work of the joint task force (with Education Policy) on online course and program curricular standards, to be discussed by the full senate in the fall semester.

2. Continue to monitor and suggest ways to implement the requirements of the 2015 *Faculty Code*, informally known as the “glitch” list.

3. Continue exploring the possibility of an amendment to *Faculty Code* Article X.A providing that a faculty member is not required to pursue a grievance before filing a lawsuit to seek judicial remedies for an infringement of the faculty member's rights or privileges by the University.

4. Continue to follow-up on implementing the guidelines for ensuring academic freedom.

5. Continue to participate in the joint task force on aligning school bylaws to conform to the new *Faculty Code*.

In addition, President LeBlanc asked the Faculty Senate to review and strengthen the University’s policy and guidelines on consensual relationships that are part of its policy on sexual harassment. This additional assignment was considered by the PEAF during the spring semester.

The PEAF is pleased to report that most elements of the FSEC’s charge, including Dr. LeBlanc’s request, were addressed and completed.

**Status of charge (1):** Complete the work of the joint task force (with Education Policy) on online course and program curricular standards, to be discussed by the full senate in fall semester.

Completed. The report of the Joint Task Force on Online Course and Program Curricular Standards was reviewed by the PEAF and the report was forwarded to the Faculty Senate. Subsequently, a resolution regarding online and hybrid courses and programs was drafted by the Committee on Education Policy and approved by the Faculty Senate on March 2, 2018, as Senate Resolution 18/6.

**Status of charge (2):** Continue to monitor and suggest ways to implement the requirements of the 2015 *Faculty Code*, informally known as the “glitch” list.
**Partially completed.** On further review, two items originally considered to be “glitches” requiring only technical changes were determined by the administration to be substantive or have substantive implications.

Three resolutions were developed, reviewed, and approved by the PEAF. They were forwarded to the FSEC for disposition and subsequently approved by the Faculty Senate.

1. Remove the words “full-time” before “faculty members” in the first sentence of Article VII.D. of the *Faculty Code* and clarify that such faculty members will be considered Regular Faculty for purposes of Article I(B). This resolution was approved by the Faculty Senate February 9, 2018, as Senate Resolution 18/4.

2. Amend Article IV.A.6. (c) of the *Faculty Code* by adding a new clause, which references Section IV.B.2. This resolution was approved by the Faculty Senate January 12, 2018, as Senate Resolution 18/1;

3. Amend the first sentence of Part B.6. of the * Procedures for the Implementation of the Faculty Code* by adding the following parenthetical phrase after the word “recommendations” at the end of that sentence: “(whether positive or negative);” and Amend the third sentence of Part B.7 of the * Procedures for the Implementation of the Faculty Code* similarly. This resolution was approved by the Faculty Senate on January 12, 2018, as Senate Resolution 18/2.

The two “glitches” the administration determined required more review and feedback to PEAF are:

1. Insert the following two new sentences AFTER the first sentence of Article IV.D.1 of the *Faculty Code*:

   The School-Wide Personnel Committee shall consult with the chair of the responsible departmental committee before obtaining any additional materials and shall provide copies of all such additional materials to the chair of that committee. The departmental committee (either collectively or through its chair) may submit a written response to such additional materials.

2. Insert the following two new sentences at the end of Part C. 2. (b)(ii)(3) of the * Procedures for the Implementation of the Faculty Code*:

   The regular faculty of a school may establish additional rules and procedures, in accordance with Part A of these * Procedures*, for making periodic assessments of the dean’s performance by the full-time faculty or a faculty committee authorized by the faculty. Such periodic assessments may be combined with the Provost’s review of the dean under this subpart.

   Insert the following two new sentences at the end of Part C. 2. (b)(ii)(3) of the * Procedures for the Implementation of the Faculty Code*:

   The regular faculty of a school may establish additional rules and procedures, in accordance with Part A of these * Procedures*, for making periodic assessments of the dean's performance by the full-time faculty or a
faculty committee authorized by the faculty. Such periodic assessments may be combined with the Provost’s review of the dean under this subpart.”

At this writing, the PEAF is awaiting the administration’s response.

**Status of charge (3):** Continue exploring the possibility of an amendment to *Faculty Code* Article X.A providing that a faculty member is not required to pursue a grievance before filing a lawsuit to seek judicial remedies for an infringement of the faculty member's rights or privileges by the University.

*Completed.* The resolution making this change was approved by the PEAF and sent to the FSEC. The PEAF proposed amending the third sentence of Article X.A to substitute “may” for “shall” and to conclude with the words, “by the grievant.” This resolution was approved by the Faculty Senate on February 9, 2018, as Senate Resolution 18/3 (as revised).

**Status of charge (4):** Continue to follow-up on implementing the guidelines for ensuring academic freedom.

*Completed.* The language to modify Senate Resolution 17/4, “A Resolution Recommending the Adoption of Guidelines for Exercising and Defending Academic Freedom,” was drafted and approved by the administration. It was presented to the Faculty Senate and approved March 2, 2018, as Senate Resolution 18/5.

**Status of charge (5):** Continue to participate in the joint task force on aligning school bylaws to conform to the new *Faculty Code*.

*Partially completed.* The working group, including the co-chairs of PEAF, continues to review school and college bylaws. Several remain to be reviewed and approved.

**In response to Dr. LeBlanc’s request** that the Senate draft a policy statement on consensual sexual and amorous relationships to be part of the University’s policy on sexual harassment, the PEAF developed alternative guidelines for consideration. Those draft guidelines were reviewed by the PEAF. The Provost’s office and chair of the FSEC have that draft and PEAF awaits instructions as to how to proceed.

Finally, a proposal was made to the PEAF to expand the number of University actions subject to a grievance. There was support and interest in modifying the *Code* and the PEAF will take up this issue in the 2018/19 academic year.

Respectfully submitted,

Jeff Gutman and Kurt Darr
PEAF Committee co-chairs