

## **FACULTY WELFARE COMMITTEE**

Remote Meeting - Zoom

April 14, 2021 – 3:30 p.m.-5:00 p.m.

### MINUTES

**Present:** Anderson, Applegate, Black, Blatt, Brown, DeKrey, Doerner, Endres, Leek, Luger, Peterson, Schaberl, Stoody, Wiegand, Zimmerman

**Absent:**

**Guests:** Levin, Satriana, Senbet

**Call Roll:** Approved without objection.

**Approval of the March 31, 2021 meeting minutes**

Approved without objection.

**Chair's Report/Announcements (Luger)**

- Satriana is joining us today to aid in discussion of the RSCW Misconduct policy.
- We will be looking at the Promotion policy again; there may be an issue with the amendment as approved at Senate.

### **Special Orders**

- **Officer Nominations**
  - Luger nominated Senbet as Chair for 21-22, and Senbet accepted the nomination.
  - No members were nominated for Vice-Chair.
  - We will vote next time.

### **Unfinished Business**

### **New Business**

- **RSCW Misconduct Policy**
  - Satriana explained the difficulties of using mental state language in University policy. His recommendation is to delete the mental state language because it is not crucial to determining whether misconduct happened.

### **DISCUSSION:**

- Culpable mental state may be relevant to determine the level of sanction imposed as a result of misconduct.
- Although 'negligent' versus 'intentional' behavior is relatively easy to define, it may be difficult to judge. 'Reckless'/'knowing' are even more problematic.

- Inadvertent missteps may result in misconduct if the scope is too narrowly defined (e.g., editing mistakes resulting in plagiarism, or changing standards of conflict of interest resulting in unintentional failure to disclose conflicts).

*Key Items to Consider*

- Intentionality and whether to remove mental states from the policy language – How does inadvertency/negligence factor into investigation or punishment? (see discussion above)
- Clarify the Confidentiality section 3-8-102(3) – ~~What informati (r)-1E T144 43.44 36.44 36 (v)-4~~

The meeting was adjourned at 4:22pm.

Stan Luger  
Chair

Betsy Kienitz  
Recording Secretary