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ACADEMIC SENATE

Resolution 19/20-05

Review of the Office of Conduct, Accountability and Professionalism (OCAP)

WHEREAS a number of faculty members have expressed grave concerns regarding the practices and procedures of the recently established Office of Conduct, Accountability, and Professionalism (OCAP), which has jurisdiction over “egregious complaints, such as hostile work environment or violence in the workplace,” that fall outside the normal process for reviewing allegations of faculty misconduct and are not the responsibility of the university offices charged with upholding legally mandated obligations (such as the Title IX office, the Office of Equity and Diversity, and the various administrative entities that oversee regulatory compliance);

WHEREAS these concerns are exacerbated by the opaque process by which OCAP itself was created;

WHEREAS the handling of similar complaints against staff members can also raise concerns;

WHEREAS the President and Provost have recognized that changes must be made in OCAP’s practices, procedures, and jurisdiction; and

WHEREAS the imposition of sanctions on faculty and staff members for allegedly egregious behavior is a very serious matter, in which the faculty and staff legitimately have a substantial interest;

BE IT RESOLVED that the Academic Senate recommends:

1. That the President appoint a committee, which shall include members chosen by the Academic Senate and Staff Assembly, to work with the Senior Vice President for Human Resources to recommend a set of responsibilities, procedures, and standards for the administrative unit(s) that will have authority to investigate and adjudicate allegations of faculty and staff misbehavior or other transgressions that fall outside the jurisdiction of the other university offices charged with upholding the university’s legally mandated responsibilities; and

2. That this committee disseminate its conclusions and recommendations to the faculty and staff, including through the Academic Senate and Staff Assembly, so that they may provide the President with comments and suggestions before any changes are adopted.

Resolution Number: 19/20-05
Date: February 19, 2020

Motion by: Gould Senator Stephen Rich
Seconded by: Dornsife Senator Devin Griffiths

Action taken: Passed with 39 in favor, 0 opposed, and 0 abstentions