University Council
December 7, 2011
Ben Allen
President
Agenda

• President’s Welcome
• Campus Updates
• Presidential Forums
• Our Commitment to Integrity
Our Commitment to Integrity

“While there are a lot of good people, they’re afraid to stand up and speak out on things.”

Unidentified individual as quoted in the Chronicle of Higher Education, November 18, 2011
Context of the problem

- Integrity of higher education as a whole is being called into question
- Not issues that are isolated to identified departments
- Internal vs. external issue management
Institutional effects

- Damaged reputation
- Damaged relationships
- Ongoing and long lasting impact
Four Expectations at UNI

1. Commitment to disclosure and action
   - Legal, ethical, moral, compliance
   - Letter of the law and spirit of the law
   - Confidentiality -- Know what you can/cannot promise
Four Expectations at UNI

2. Report

• Why:
  – Right thing to do
  – It may be required of your role
  – Mandatory Reporter (per Iowa Code)
    ➢ http://www.legis.state.ia.us/IACODE/2001/232/69.html
  – Clery Act/Campus Security Authority
  – Title IX
  – UNI Discrimination and Harassment Policy
    ➢ http://www.uni.edu/president/policies/1302.shtml
Four Expectations at UNI

2. Report (continued)

- Where
  - Supervisor
  - Designated offices
  - University police
  - Ethics Point
  - Outside the chain of command if need be

- When:
  - Immediately
Four Expectations at UNI

3. Cooperate
   ▪ With the process
   ▪ With the individuals

4. Support
   ▪ Individual making the report (if known)
   ▪ Potential victim (if known)
   ▪ Those investigating or taking action
   ▪ The process
Resources

• UNI Public Safety:  www.uni.edu/pubsaf
• Ethics Point:  www.uni.edu/audit/fraud-hotline
• Discrimination and Harassment Policy:  www.uni.edu/president/policies/1302.shtml
• Student Sexual Misconduct Policy:  www.uni.edu/president/policies/315.shtml
• Violence-Free Campus Policy:  www.uni.edu/president/policies/710
• Personal Conduct Rules (BOR):  http://www.uni.edu/policies/303
• Violence Intervention Services:  www.uni.edu/violenceservices
• Employee Assistance Program:  www.vpaf.uni.edu/hrs/eap/index.shtml
• Health and Safety Office:  www.vpaf.uni.edu/fs/healthsafety
• Clery Act:  www.higheredcenter.org/mandates/clery-act
• UNI Non-Retaliation Policy:  Nearing completion  (various policies now cover retaliation, but this will be a comprehensive policy)
Next steps

- Understand your role
- Share roles/responsibilities with your staff/faculty
- Personal Conduct Rules
- Title IX audit
- Training for departments/staff if requested
- Monitor current situations and continue to refine processes based on lessons learned
Questions and Answers