Professional Ethics and Welfare
Number of meetings held this year: 5
Committee Chair: Alicia Monroe
Committee Members: (list here)
Sarah Bauer
Kyhna Bryant
Nicole Edwards
Shirley Farrar
Jonathan Jiras
Erin O’Neill
Mildred Rodriguez
James Roh
Lauren Shryrock
William Friend (Ex-officio member)

Purpose of/Charge to Committee:
This committee evaluates conditions under which faculty/professional staff function;
recommends rules to ensure fair treatment for all faculty/professional staff members.

Summary of Activities this Year:
The committee closed an ethics complaint that was pending from 2 years ago. The employee left the
university and thus, general counsel advised the committee that the complaint was officially closed.
The current and former committee chairs provided support for a complaint that was lodged and
withdrawn 1 ½ years ago. The complaint resurfaced via the Whistleblower Hotline.
Through extensive discussions, committee members recognized the need to revisit and re-engineer
the Code of Ethics for Faculty/Professional Staff. The document, originally approved by the Senate
1/22/93, was last amended 5/15/02. With the development of university touch points for ethical issues,
re-branding and positioning the Senate Professional Ethics and Welfare Committee as a relevant and
vital university entity is imperative.
As a committee, we reached out to Rowan faculty/staff and departments that handle and process
ethical concerns. Our work included:
1. Research the focus of ethics committees at New Jersey AFT-affiliated universities.
2. Committee discussion with the current and former Ombuds.
3. Meeting with the Title IX Coordinator.

4. Discussions with the AFT Grievance Chair.
5. Review of the IRB process.
6. Review of the role of the University Ethics Liaison and the Whistleblower Hotline process.