

# Proposal for Adopting Faculty Code of Ethics

University Faculty Meeting (Nov. 4, 2019)

Inclusive Community Senate Subcommittee

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# Overview of Motivations for Adopting Faculty Code of Ethics

- Faculty & administrators' concerns about hostile environment & microaggressions in several contexts (e.g., junior vs senior colleagues; faculty vs staff; faculty vs students; lab environments)
- Observations from EOCC 2015, 2016, 2017 Reports:
  - Increase in reported incidents
- Observations from 2016, 2017 Climate Surveys:
  - Substantial frequency of harassment, microaggressions, & hostile environment with respect to gender, race, and ethnicity

# Motivations for Adopting Faculty Code of Ethics:

## (1) Observations from EOCC 2015, 2016, 2017 Reports

- Increase of reported incidents across 3 yrs: from 157, to 194, to 236
  - Categories of offence: Bias, discrimination, harassment, & sexual misconduct
  - Most increases in **bias** and **sexual misconduct**
- “**Who is accused**”?
  - Mostly students (31%)
  - Noteworthy numbers for faculty (12%) and staff (14%)

# Motivations for Adopting Faculty Code of Ethics:

## (2) Observations from Climate Surveys (2016, 2017)

- *Experience of offensive, hostile, or intimidating conduct:*
  - Faculty: 27% & 14% interfered with work
  - Staff: 23% & 11% interfered with work
- *Open-ended comments about experiencing harassment, discrimination & microaggressions:*
- Faculty: 38% (19/50)
  - mainly gender & academic rank differential
  - 12% (6/50) bad experience when reporting or institution does not follow up
- Staff: 37% (60/161)
  - broadly defined (e.g., social status, rank status, ageism, benefits/salary differential)

# Motivations for Adopting Faculty Code of Ethics:

## (2) Observations from Climate Surveys (2016, 2017)

- *Negative treatment & effects based on **gender***
  - *Treated with less respect based on gender*
    - Faculty: Males 3% vs Females 38 %
    - Staff: Males 6% & Females 22%
  - *Need to work harder b/c of gender stereotypes*
    - Faculty: Males 3% vs Females 62 %
    - Staff: Males 4% & Females 31%
- *Negative treatment & effects based on **race & ethnicity***
  - *Treated with less respect*
    - Faculty: Whites 2% vs of Color 26 %
    - Staff: Whites 2% & of Color 15%
  - *Need to work harder b/c of stereotypes*
    - Faculty: Whites 7% vs Of color 49 %
    - Staff: Whites 3% vs Of color 31%

# How to Approach the Problem?

LU Policies in place:

- **Policy on Harassment and Non-Discrimination**
  - Karen Salvemini's EOCC office [Provost's office/General Counsel]
- **Ethical Conduct in Academic Research, Scholarship, and Creative Activities**
  - Provost's office/General Counsel
- Why these may not be enough.

# How to Approach the Problem?

## Broader Perspective

### The National Academies of Science, Engineering, and Medicine

*Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, & Medicine, **Consensus Study Report** (2018)*

*Together we can do better: A Gathering of Leaders in Academia to Prevent Sexual Harassment (2019)*

*“Gender harassment is by far the most common form of sexual harassment, and when severe or frequent, it can result in the same level of negative outcomes as one instance of sexual coercion.”*

- To address & prevent sexual harassment we need to target:
  - *Gender harassment* (sexist hostility & crude behavior)
  - *Unwanted sexual attention* (unwelcome verbal & physical attention)
  - *Sexual coercion* (when favorable professional or educational treatment is conditioned on sexual activity)

# How to Approach the Problem?

## Broader Perspective

The National Academies of Science, Engineering, and Medicine (2018, 2019)

- Evidence suggests that current policies, procedures, & approaches are not enough to produce significant reduction.
- Why?
  - Focus on symbolic compliance with the law & on avoiding liability
- Need to move beyond basic legal compliance to adopt holistic policies and practices
  - System-wide changes to the culture and climate in higher education are needed to prevent & effectively respond to sexual harassment
  - Need to promote a **culture of civility & respect**



# A Proposed Partial Solution

- To help promote a culture of civility and respect & thus (hopefully) reduce/curb microaggressions & other infractions:
  - **Faculty Code of Ethics:** articulates the rights, responsibilities, & core values of faculty to the academic community (students, staff, faculty, & administrators) (*document posted in senate website*)
  - Document in R&P (after approval by Senate & Faculty)
- Next steps:
  - In the process of developing procedures on how to deal with infractions based on Faculty Code of Ethics
  - May include ombuds, faculty mediators, & restorative justice
    - Propose *Committee on Rights & Responsibilities* that directs the flow of reports appropriately & oversees timely response

Comments/Questions?

# Outline of Faculty Code of Ethics

- Preamble
- Commitment to Core values
  - Share Governance
  - Academic Freedom
  - Ethical Conduct in Research
  - Academic Integrity
  - Respect of All Member of the Community
  - Diversity and Inclusion
  - Safe and Welcoming Campus Environment
  - Responsibility to Manage the Curriculum
  - Responsibility to Mentor Students

# Outline of Faculty Code of Ethics (Cont'd)

- The Faculty Members' Rights & Responsibilities
  - Faculty Pursuits & Rights
  - Responsibilities to the Profession
  - Responsibility to Undergraduate and Graduate Students
  - Responsibility to Other Faculty, Staff, and Administration
  - Responsibility to the University

The data (in some detail)

# Annual Reports of Equal Opportunity Coordinator (EOCC)

- % of Reported Incidents

|                            | 2015 | 2016 | 2017 |
|----------------------------|------|------|------|
| # Reported Incidents       | 157  | 194  | 236  |
| <b>Category of Offence</b> |      |      |      |
| Bias                       | 27%  | 22%  | 31%  |
| Discrimination             | 9%   | 11%  | 3%   |
| Harassment                 | 26%  | 29%  | 18%  |
| Sexual Misconduct          | 28%  | 25%  | 32%  |

# Annual Report of Equal Opportunity Coordinator (EOCC)

- % Who Are Accused?

|               | 2015 | 2016 | 2017 |
|---------------|------|------|------|
| Students      | 29%  | 25%  | 40%  |
| Faculty       | 9%   | 14%  | 12%  |
| Staff         | 13%  | 16%  | 12%  |
| Lehigh-Admn   | 6%   | 4%   | 3%   |
| Others Non-LU | 11%  | 10%  | 11%  |
| Unidentified  | 32%  | 31%  | 22%  |

- % Who Are Targeted?

|               | 2015 | 2016 | 2017 |
|---------------|------|------|------|
| Students      | 61%  | 54%  | 64%  |
| Faculty       | 4%   | 7%   | 3%   |
| Staff         | 7%   | 9%   | 6%   |
| Lehigh-Admn   |      |      |      |
| Others Non-LU | 3%   | 8%   | 10%  |
| Unidentified  | 25%  | 22%  | 17%  |

## Climate Surveys 2016 & 2017

### Experience of offensive, hostile, or intimidating conduct

“Yes, and has interfered with ability to work/learn at Lehigh”

“Yes, but it has not interfered with ability to work/learn at Lehigh”

|                 | Response Rate | 2016       | Response Rate | 2017       |
|-----------------|---------------|------------|---------------|------------|
| <b>Students</b> | 22%           | <b>16%</b> | 24%           | <b>20%</b> |
| Interfered      |               | 4%         |               | 5%         |
| Not Interfered  |               | 14%        |               | 16%        |
| <b>Faculty</b>  | 36%           | <b>24%</b> | 38%           | <b>29%</b> |
| Interfered      |               | 13%        |               | 16%        |
| Not Interfered  |               | 11%        |               | 13%        |
| <b>Staff</b>    | 55%           | <b>23%</b> | 50%           | <b>22%</b> |
| Interfered      |               | 13%        |               | 9%         |
| Not Interfered  |               | 10%        |               | 13%        |



## Climate Survey 2017: Open-ended comments

“If you have additional thoughts or comments related to **campus climate, diversity and inclusion, harassment and discrimination** or your experience more generally, please write in space below.”

### Faculty

- 38% (19/50) experienced instances of harassment, discrimination, microaggressions or hostile environment
- Instances mainly gender & academic rank differential
- 12% (6/50) bad experience when reporting or institution does not follow up

### • Staff

- 37% (60/161) experienced instances of harassment, discrimination
- instances defined more broadly (e.g., social status, rank status, ageism, benefits/salary differential)
- 2% (4/161) bad experience when reporting or institution does not follow up

# Climate survey 2017

## Treatment and effects of treatment based on **gender**:

“You were treated with less respect than others b/c of your **gender**.”

| Category         | Percent | Number |
|------------------|---------|--------|
| <b>Students:</b> |         |        |
| Male (773)       | 4%      | 32     |
| Female (878)     | 28%     | 247    |
| <b>Faculty:</b>  |         |        |
| Male (128)       | 3%      | 4      |
| Female (99)      | 38%     | 39     |
| <b>Staff:</b>    |         |        |
| Male (191)       | 6%      | 11     |
| Female (466)     | 22%     | 104    |

“I feel that the **stereotypes** people at Lehigh have about my **gender** means that I have to work harder than others to be respected.”

| Category         | Percent | Number |
|------------------|---------|--------|
| <b>Students:</b> |         |        |
| Male (773)       | 5%      | 37     |
| Female (878)     | 38%     | 330    |
| <b>Faculty:</b>  |         |        |
| Male (128)       | 6%      | 8      |
| Female (99)      | 62%     | 61     |
| <b>Staff:</b>    |         |        |
| Male (191)       | 4%      | 8      |
| Female (466)     | 31%     | 143    |

Total students 1651 (24% response rate)  
Total faculty 227 (38% response rate)  
Total staff 657 (50% response rate)

# Climate survey 2017

## Treatment and effects of treatment based on race and ethnicity:

“You were treated with less respect than others b/c of your race, color, or the country you are from.”

| Category         | Percent | Number |
|------------------|---------|--------|
| <b>Students:</b> |         |        |
| White (1031)     | 3%      | 35     |
| Of color (633)   | 20%     | 127    |
| <b>Faculty:</b>  |         |        |
| White (169)      | 2%      | 3      |
| Of color (57)    | 26%     | 15     |
| <b>Staff:</b>    |         |        |
| White (550)      | 2%      | 11     |
| Of color (109)   | 15%     | 16     |

“I feel that the stereotypes people at Lehigh have about my race, color, or national origin mean that I have to work harder than others to be respected.”

| Category         | Percent | Number |
|------------------|---------|--------|
| <b>Students:</b> |         |        |
| White (1031)     | 4%      | 42     |
| Of color (633)   | 36%     | 229    |
| <b>Faculty:</b>  |         |        |
| White (169)      | 7%      | 12     |
| Of color (57)    | 49%     | 28     |
| <b>Staff:</b>    |         |        |
| White (550)      | 3%      | 14     |
| Of color (109)   | 31%     | 34     |

Total students 1664 (24% response rate)  
Total faculty 226 (38% response rate)  
Total staff 659 (50% response rate)