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2019-20 Annual Report
Ethics Advisory Committee

Committee Membership:

Ex-Officio:

Jason Berthon-Koch, Chief, University Police
Kim Dawson, Executive Assistant to the President
Dennis Francois, Director, Athletics
Gregory Heinselmann, Dean of Student Success
Kremiere Jackson, Vice President, Public Affairs
Leslie Lindsey, Special Investigator, HR
Staci Sleight-Layman, Executive Director, HR
Patrick Stanton, Controller

Appointed:

Toni Burvee, Exempt Employee
Missy Davis, Civil Service Employee
Jeffrey Dippmann, Philosophy and Religious Studies
Peter Dittmer, Aviation
Cynthia Pengilly, Faculty, English Department
Trenton Gardner, Student
Qion Green, Student
Joanna Santana, Student

Support Staff:

Traci Fjellstad, Office Manager, HR
Michael Rogstad, Student Office Assist. HR

Meetings:

October 31, 2019
December 6, 2019
January 17, 2020
April 27, 2020

Human Resources

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Committee Work:

1. Asked staff at the Washington State Ethic Board to review our current (at the time) ethics policy. Here is the response we received from the Washington State Ethics Board staff:

We have completed our review of your proposed policies. While it is always helpful to staff to have a written policy, the Board is typically looking for a more robust policy containing specific guidance as it relates to the Act.

2. Drafted for review and approval CWUP 2-40-075 Ethical Conduct Standards. The committee recommended this policy as a result of several complaints, filed against CWU employees, through the Washington State Ethics Board and State Auditor's Office. The committee felt that a new, more delineated CWU Ethics Policy would provide the university community, including employees and supervisors, more detailed guidance. This policy was approved by UPAC on April 15, 2020.

3. Reviewed the process for both whistleblower complaints through either the State Auditor's Office or the Washington State Ethics Board. The committee wanted to ensure understanding of these processes.

Upcoming Work

- Submit the new CWUP 2-40-074 Ethical Conduct Standards for review by the Washington State Ethics Board.
- Assist Staci Sleigh-Layman, HR Director, and her staff in creating and/or reviewing on-line ethics training as mandated for all employees in new policy.
- Continue to explore training for CWU employees by staff members at the Washington State Ethics Board.