



**TO:** Dr. Thomas Shipka, Chair, Academic Senate  
**FROM:** Joseph Edwards, Chair, Professional Conduct Committee  
**DATE:** August 23, 2004  
**SUBJECT:** Report of Professional Conduct Committee

A handwritten signature in black ink, appearing to read 'Joe Edwards', is written over the 'FROM' line of the memo. The signature is written in a cursive style.

Committee Membership

President's Appointments:

Phil Ginnetti  
John Hyden  
Ron Chordas  
Joe Edwards (chair)  
Jane Kestner  
Jimmy Myers

Chairperson of Academic Senate Appointments:

Maria Delost  
Jim Zupanic  
Marianne Dove  
Helen Savage  
Stephen Gage  
Chris Sweeney

The charge to this committee pertaining to Mr. Bruce Neil, was received as a result of a memo from Hugh Chatman, Executive Director of Human Resources, to President David Sweet. Materials pertaining to the charge were made available to committee members for review two (2) weeks prior to the first scheduled meeting of April 20, 2004.

Mr. Neil had several meetings with the chair (Joe Edwards) for purposes of clarification of documentation and he ultimately did appear before the full committee on April 20, 2004.

In accordance with Board Policy No. 9006.01, the full committee met to determine whether a formal investigation of the allegation was appropriate. Mr. Jimmy Myers recused himself from this particular case and the remaining eleven (11) members continued with an interview of Mr. Neil and final discussions. Following extensive deliberations in executive session, the committee voted 11 votes in the affirmative to forward this complaint to a "Case Investigation Subcommittee" for a full investigation.

The subcommittee members were selected by nomination and committee vote with the following results:

Rick Walker (chair)

Nancy Mosca

Jane Kestner

Helen Savage

Chris Sweeney

This subcommittee met seven (7) times to review documents and related materials as well as to hear testimony from members of the original search committee, Jean Hassell, Hugh Chatman, Jan Elias, John Yemma and Bruce Neil. After requesting an extension of time in order to gather additional data and evaluate the testimony transcripts, the subcommittee completed its deliberations on June 23, 2004 finding that the allegations of professional misconduct were “justified”. The subcommittee’s reports including proposed findings of fact were immediately forwarded to the full committee for their review.

The Professional Conduct Committee reconvened on June 24, 2004 to review the findings of the subcommittee. The full committee met again on June 25, 2004 and voted unanimously supporting the subcommittee report and finding that the allegations of professional misconduct were “substantiated”. The report of the full committee, including a summary of the findings, was then forwarded to Jean Hassell (administrative supervisor), Hugh Chatman (Human Resources), Tom Shipka (chair of Academic Senate), Tony Atwater (Provost), Chandler Kohli and Larry Esterly (Board of Trustees) and President David Sweet.

Mr. Neil was notified of his right to appeal and indicated his desire for the appeal process to commence. President Sweet appointed the following individuals to serve as an appeal review committee:

Bob Beebe (chair)

Sharon Stringer

Nate Ritchey

Keith Lepak

During the process of the appeal, Mr. Neil submitted his resignation to Youngstown State University ending the appeal process.