

Faculty Safety Committee Interim Report

Frequently Asked Questions



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Is the University responsible for the murder?

- The University did not murder Professor Meixner and did not help the shooter in any way.
- However, the University is responsible for the safety of its employees and students.
- Our inquiry concluded that the University failed to meet this responsibility. As an institution, the University focuses on compliance with and enforcement of laws and policies. Currently, no office has the responsibility to address known violence risks and situations of harassment.
- The Committee believes that the University's response to the murder was inadequate.

Your report says that the University failed to install a risk management system for violence risks. What does this mean?

- Gun violence and various forms of hate are growing problems in the United States.
- Under present conditions, all institutions are exposed to violence risks.
- In large institutions, information about violence risks is dispersed and often does not reach decision-makers.
- Risk management systems intend to identify, monitor, and assess information about risks to allow decision-makers to make informed decisions.

The University Spokesperson said that your report was prepared by “a subset of faculty that has reached sweeping conclusions based in large part on misleading characterizations and the selective use of facts and quotations.” What is your response?

- The Spokesperson's statement represents the voice of the University leadership. Our report says that the “tone at the top is not right.” We believe that the Spokesperson's statement illustrates the point.
- The report was prepared by a diverse committee that includes faculty, staff, and students.
- Thus far, no person has come forward with specific examples of “misleading characterizations and the selective use of facts and quotations.”
- We released an Interim Report and welcome feedback and criticism that will allow us to improve our findings and conclusions and correct errors.

Why did you release the report to the media before it was shared with other members of the faculty or the larger campus community?

- The Committee does not have a professional spokesperson or a PR department.
- We believe that it is our duty to share the report with all relevant stakeholders, including the relevant media outlets. Media reports have helped us reach other relevant stakeholders.

Your report refers to the University's “chronic trust problem.” What does this mean?

- University officials, including members of the UAPD, Dean of Students Office, the Office of General Counsel, Office of Institutional Equity, and members of the University leadership team told the Committee that community members often express skepticism of institutional competency and integrity.
- Our meetings with community members confirmed that mistrust and distrust are common, as well as fear of retaliation.
- Mistrust and distrust affect safety perception and impact the willingness of stakeholders to report concerns about safety and violence risks.

Your report mentions that the shooter made antisemitic comments and apparently believed that Professor Meixner was Jewish. Why did you not address the antisemitic aspects of the events?

- The shooter made hateful comments targeting Jewish, Black, Asian, LGBTQ+ and other groups.
- The records available to the Committee indicate clearly and unequivocally that the shooter harassed several individuals and posed violence risks.
- However, the Committee does not have enough information to assess whether antisemitism was one of the motives affecting the harassment and leading to the murder.
- The rise of antisemitism and hate in the United States, including on many campuses, presents a large set of concerns and risks that the University must address in a systematic fashion.

What are your key recommendations?

- All stakeholders should recognize that one of our important shared goals is to have an inclusive, safe, and welcoming community.
- We believe that the University should work to mitigate the trust problem.
- We also believe that the University should approach violence risks in a systemic fashion to ensure that the relevant decision makers are adequately informed about violence risks and can ensure that the University has the adequate resources to protect safety.