



May 18, 2021

Dear Holy Cross Faculty and Staff,

I write to let you know that the Executive Committee of the Board of Trustees, with the endorsement of the full Board, has approved a Comprehensive Investigation into Faculty Sexual Misconduct. Since reports of faculty sexual misconduct were brought to the College in 2018, Holy Cross has examined and addressed the culture, structure and procedures that may have allowed misconduct to occur, strengthened the College's sexual misconduct policy, provided boundary training for faculty and staff who engage with students, and encouraged reporting of any prior instances of misconduct. But there is more work to do and questions remain about how misconduct was able to occur on our campus and, if there were people who were aware of questionable behavior, why it may not have been reported. The Board agrees with Fr. Boroughs' assertion in October 2019 that in order to move toward healing and rebuild trust we must understand and reckon with our past.

At that time, Fr. Boroughs expressed openness to an additional investigation, and formed a committee to discern the scope and process. As a result, the Comprehensive Investigation Advisory Group ("CIAG") was established, composed of three faculty members, three administration members and chaired by trustee Bill Phelan. The CIAG went through a careful and thoughtful discernment process, and shared their Report to the Board of Trustees on March 31, 2021 ("CIAG Report")

The charge for the new Comprehensive Investigation is outlined in the attached document. The scope and process are based on the recommendations in the CIAG Report. The CIAG Report will be shared separately with the faculty assembly on a confidential and privileged basis as the questions to be investigated were raised by the faculty through their governance mechanisms and the investigation is focused on faculty sexual misconduct. Faculty members will receive a follow up email with instructions to access the report on a secure platform called OneHub. Because the report contains confidential and privileged information, faculty will be required to agree to maintain the report and the information in it as confidential in order to access the report.

The Board of Trustees recognizes that moving forward with the approved investigation offers opportunities to further strengthen protections for students. We also recognize the importance of this investigation to faculty, especially as it is intended to provide the basis for the restoration of trust between the faculty and administration. We believe the approved investigation will provide the best way to build trust, and will also offer another avenue to study whether and how cultural, structural, and organizational factors contributed to faculty sexual misconduct at Holy Cross and to recommend additional appropriate measures going forward.

The Board would like to thank Professor Nancy Baldiga, Michael Baughman, Esq., Professor Miles Cahill, Jane Corr, Dottie Hauver, Dean Michele Murray, Bill Phelan and Professor Ann Sheehy for their tireless, important work over many months to bring us to this point. We are grateful.

Richard H. Patterson
Chair, Holy Cross Board of Trustees