

Faculty Senate Policy Committee

Meeting Notes

November 6, 2019

3:30 p.m. to 5:00 p.m.

Members Present: Leslie Oakes (Co-Chair), Karen Patterson, Jamal Martin, Lee Brown and Elizabeth Hutchison

Members Absent: Monika Nitsche and Ronda Brulotte,

Ex-Officio: Barbara Rodriguez, Senior Vice Provost, Provost Office, Katherine Miefert, Associate University Counsel, University Counsel Office, Kenedi Hubbard and University Secretary, Office of the Secretary, and Amy Levi, HSC Vice Chancellor, HSC

Ex-Officio Absent:

Staff Present: Candyce Torres, Office of the Secretary, Administrative Assistant III, Carol Stephens, Office of the Secretary, Professional Consultant

Guest Present:

Meeting began at 3:30pm

1. The regular meeting of the Faculty Senate (FS) Policy Committee was called to order at 3:30PM on Wednesday, November 6, 2019 in Scholes Hall, Room 101 by Chair, Leslie Oakes.
2. **Approval of Agenda**
Approved
3. **Approval of Meeting Notes**
Meeting notes postponed for electronic approval.
4. **Updates. Committee Membership and Meeting Schedule.** Co-Chair Dr. Lora Stone has left committee due to family obligations. By February 2020 the committee hopes to possibly have a vice chair; however, it will need another chair as Dr. Leslie Oakes will be leaving in May 2020. **Faculty Senate Bylaws, Council, Committee Charges.** Charges have been distributed to committees. Revisions by December 2019, to FS Operations in January 2020 and back to FS

Policy Committee by February 2020. **Section B Taskforce.** The Section B memo produced by the taskforce was reviewed by the FS Policy Committee. Brief history of the creation was presented.

Action- Memo was unanimously approved by committee.

5. Consensual Relationships Policy. A presentation was given by the Office of Equal Opportunity (OEO). Introductions followed by a brief history of the definition of consensual relationships. Trend data was provided during the presentation for the committees' review. It revealed an increase in faculty cases (meaning they are being named as a respondent) within the last two years from 17 percent to 28. There is a decrease in the number of staff and student complaints. Half the cases OEO receives are all related to sexual harassment and misconduct. Due to the nature of the complainants involving sexual harassment and misconduct, most of OEO's cases are based on the power dynamics. Not all the sexual harassment and misconduct cases involve consensual relationships. Although, this last year with the biggest increase in faculty complaints (OEO does not investigate consensual relationships they investigate the underlying sexual misconduct and harassment) an allegation may occur that results in a consensual relationship investigation. All complainants have come from different departments. There is a consensual relationship policy in place and has a disclosure. OEO does not prefer the title and concept of the policy. There are different types of policies to model from but the recommendation by OEO is to focus on the power dynamic issue. This is where the crux of the investigation resides. It also needs to be explained in the clearest way possible. Also, focusing on the issue of people who do or not disclose. Undergraduates have more complaints and fear retaliation. Graduate and professional students are equally concerned with how complaints will affect their profession. Being specific of what constitutes a consensual relationship and considering how technology plays a role are critical. MIT has the most comprehensive data. The end goal is for policy to be educational and comprehensive for individuals. The context of retaliation is also an important piece. For example, OEO deems a case closed after complaint is no longer affiliated with university, however the faculty member is. There was also discussion on whether postgraduates should be considered in this policy. Other top issues when considering drafting a policy are accountability, transparency, climate, etc. Looking at other practices, training and policies. Also, possibly invite the Women's Resource Center and students to speak with the committee.

6. D170 "Student Attendance" review comments received and make any changes. The committee conducted discussion over the applicability and procedures section.

Action- Exclude the below from the Policy Statement: "Mandatory" interviews/internship. Remove the mandatory part for internship. It is faculty responsibility to work with the students. Fundamentally "alter" the course in program. Vote electronically on other changes proposed by Liz.

7. Adjourn: 5:02pm