

**Faculty Senate
McCormick Room, Collins Library
Minutes of the October 3, 2016 meeting**

Attendance: William Haltom, Kris Bartanen, Andrea Kueter, Pierre Ly, Siddharth Ramakrishnan, Noah Lumbantobing, Alisa Kessel, Brendan Lanctot, Gwynne Brown, Nancy Bristow, Peter Wimberger, Kena Fox-Dobbs, Mike Segawa

Guests: Aislinn Melchior, Poppy Fry, Megan Gessel

- 1. Call to order. 4:00PM**
- 2. Announcements**

Kessel reported that she would be meeting with the Trustees along with Segawa and Lumbantobing on a variety of issues including a workshop on the student experience.

Kessel requested any senate feedback on a presentation she and Tubert will be requesting permission to give an informational presentation on the history of the common hour on October 10th.

Brown announced a Chism funded event on Wednesday at 4 in Trimble, "Splintering the Soul: A Reading of Beauty in Toni Morrison," by Althea Tait from SUNY Brockport and a performance on Thursday at 7:30 in Kilworth "Singing the Poetry of Paul Laurence Dunbar" with soprano Minnita Daniel-Cox and Brown on Piano. People were encouraged to attend a talk by David Lupher, professor emeritus, on Saturday at 1 in the Tahoma Room "On the Trail of the Ancient Greeks and Romans in Plymouth Plantation."

Brendan announced the Salvadorian artist Victor Caragena is giving a talk in the Kittredge Gallery at 4:30 on Wed.

- 3. Approval of the minutes of September 26, 2016**

M/S/P unanimous

- 4. Updates from liaisons to standing committees**

Brown reported that the Committee on Diversity met and elected Kristin Wilbur as chair.

Jacobson reported the Curriculum Committee will be bringing a first reading of a proposed by-law change to the full faculty on October 10th. The proposal would change the departmental review cycle from five to seven years.

Kessel reported that the ASC is going to consider if they need to consider a religious accommodation policy.

5. Updates from the ASUPS President and the Staff Senate representative

Lumbantobing reports that students are really excited about the potential about a common hour for programming and meeting. On Oct 20th and Oct 21st Robin DiAngelo, a white anti-racist educator, is coming to campus to do workshops with thinking about how to ask questions and how to come up with tools to address racism critically. He also reported that there was funding available for expanding conscious, focusing on developing student capacity for justice, equity and inclusive work outside of the classroom. This is part of a broader push to think about how can we implement inclusivity and anti-oppression in our own workflow and lives and how can we prioritize and center this work to the liberal arts.

Kueter reported that the senate staff met in September and formed committees and chairs. They will meet October 12th in Trimble focusing on the budget. Staffcoms email group started last spring and for information sharing and discussion. Encouraged senate to keep in mind as a tool for communication and timely information.

6. Discussion of a motion to create an ad hoc committee to assess compliance of the Faculty Code with Title IX and Department of Justice guidance on sexual misconduct

Bristow moved to establish an ad hoc committee to review the Faculty Code's compliance with the standards of investigation and adjudication required by Title IX and Justice Department guidance regarding sexual misconduct and, if appropriate, develop a document clarifying and updating procedures for investigation and adjudicating sexual misconduct alleged either by or against faculty. The committee shall be composed of at least three faculty members, including faculty representatives from the Professional Standards Committee, the Student Life Committee, and the policy and procedures subcommittee of the Sexual and Gender Violence Committee. The Academic Vice President will serve on the committee in an advisory role.

Brown seconded the motion.

Discussion:

Fry, Melchior, and Gessel, visited the Senate last year as members of the Sexual and Gender Violence subcommittee and talked about a need for a new policy. Fry noted that policy and procedure should be disentangled. Currently there is a draft integrating the work of PSC last year. A document guiding procedures with students is being finished and a document for staff needs to be completed. Both will bring us closer in line with title IX. Timely implementation of the revised policy is important and the hope is to seek secure faculty support before going to the trustee. To get that approval though, we need clear faculty procedures. There is a lack of clarity regarding how to handle

grievances and claims from and against faculty that opens the institution to title IX and other civil lawsuits.

Bartanen asked if they are including interpretations of the code. Fry said the interpretations of the code would more of an implicit framing but would not contain an explicit set of procedures. Bartanen noted the current procedure is brought into the code by way of interpretation and asked if this would be a flip by putting procedures into the code? Fry said that because the policy does not have procedures, some additional procedures would be necessary. Kessel asked for clarification, could we amend the existing document rather than the code? Could we do this without amending the code? Gessel noted that the committee would make sure the faculty is fully represented in the explication of the proper procedures. Bartanen clarified that the vision was that there would be two documents produced, one for the policy and one for the procedures, and that the code would point to both of those. Fry, Gessel and Melchior agreed.

Kessel asked why a Student Life representative should be on the committee. Fry replied that one of the key groups that could report sexual misconduct against faculty is students so the idea was to safeguard student's reporting and rights in the process.

Bristow asked how the Committee on Diversity might be involved. Fry noted that the sexual misconduct policy was distinct from gender discrimination policy.

Passed unanimously with no abstentions

Sarah Shives is the appropriate liaison to contact with respect to membership on the committee.

7. Meeting adjourned at 4:33

Minutes prepared by Robin Jacobson

Respectfully submitted,

Pierre Ly

Secretary of the Faculty Senate