

Student Life Committee: End of Year Report 2015-2016

The 2016-2017 Student Life Committee (“SLC”) met throughout the fall and spring terms, ~~in the fall we met on a bi-weekly schedule. In the spring, we staffed other committees (per senate charge) and met 4 times on a monthly schedule (with some exceptions).~~ The members of the committee this year were: ~~(as of Spring 2016):~~

Jennifer Hastings (Faculty)

Ella Frazer (Student)

Poppy Fry (Faculty)

Megan Gessel (Faculty, chair)

Tyler Randazzo (Student)

Brad Reich (Faculty)

Mike Segawa (Dean of Students)

Dan Sherman (Faculty)

~~Elena Becker (student member)~~

~~Mike Benveniste (faculty member)~~

~~Beatrix Evans (student member)~~

~~Megan Gessel (faculty member, Chair Spring semester)~~

~~Jennifer Hastings (faculty member)~~

~~Lisa Ferrari (Associate Academic Dean)~~

~~David Latimer (faculty member, sabbatical spring)~~

~~Brad Reich (faculty member, Chair Fall semester, sabbatical Spring)~~

~~Wayne Rickoll (faculty member)~~

~~Mike Segawa (Dean of Students)~~

The committee’s ~~s~~Senate liaison was ~~Bill Beardsley~~Kristen Johnson. The ~~L~~ibrary liaison was Eli Gandour-Rood and Associate Academic Dean Renee Houston attended meetings as a representative from the dean’s office.

The 2017-2018 SLC had two primary responsibilities:

1. ~~Individual members~~ Staff the Integrity Board, Honor Court, and Sexual Misconduct —Board hearings as needed (“Board Staffing”); and
2. Staff committees as needed by the Faculty Senate and Dean of Students.
~~Address the charges set by the Senate.~~

Integrity Board Staffing:

~~One Two faculty SLC members (out of 5) served on multiple an integrity boards over the course of this academic year. Hastings received training for Honor Court and Sexual Misconduct early in fall semester and Gessel was trained in January 2016, in part because of timing due the transition to a new director of student conduct. In total, faculty served on 6 conducts boards this year, 5 boards were sexual misconduct boards. Most of the faculty staffing this year was done by former SLC members who had already been trained. Mike Segawa reported that there was a lower level of incidents this year.~~

One reason for unequal participation of this staffing is due to schedules that affect availability for board hearings, which take several hours (3-6). The pool of eligible faculty is rather small when just using the 54 members currently on the SLC. Often the boards are staffed by former SLC members who have been trained and volunteer their time to participate. A former SLC member (Poppy Fry) also serves on SMBs, which she does voluntarily, and not as her service requirement. As was stated in our 2015 and 2016 end-of-the-year reports, this issue with “service equality” and board staffing needs is something the Senate, in consultation with appropriate offices and resources, should consider in the future.

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Committee staffing

In the 2015/2016 year, the SLC members assessed their workloads and responsibilities and decided to adopt a model in which members staff committees as needed (especially committees related the Office of the Dean of Students) and the SLC itself meets infrequently (once per month). We adopted this model last spring and continued it through the year.

Faculty members of the student life committee served on the following committees:

Educational Goals Committee

Orientation Committee

Union Board

Sexual and Gender Violence Committee

Ad hoc committee for faculty procedures regarding allegations of sexual misconduct

The SLC agrees that this committee work, along with the monthly SLC meetings and serving on integrity boards is an appropriate work load for the SLC. We anticipate that the committees that need staffing will change each year, but overall we expect that enough outside committee work exists to maintain this model. Next year, we anticipate staffing will be still be necessary for the following:

Union Board

Orientation Committee

Sexual and Gender Violence Committee

The Educational Goals Committee and the ad hoc committee will likely not need staffing next year. In addition to the above three committees, there may be work regarding undocumented students/sanctuary campus status, the search for a new Dean of Students, and a possible revision of the student integrity code.

Spring Semester work:

Following the events surrounding the flyers in the fall semester, the SLC returned in the spring semester and devoted the first set of meetings to discuss the flyers and related events.

Specifically, the committee discussed what the events meant in their broader context for UPS and what questions arose in regards to the flyers. The conversations included staff, faculty, and student members, and were very respectful, thoughtful, and encompassed diverse opinions. Our first meeting was a mostly free form discussion and three themes arose:

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1. There was considerable frustration and concern about information flow between campus communities.
2. There was discussion about the role of campus climate that led to the event and how the climate affects various groups on campus.
3. There was general dissatisfaction with institutional response.

Detailed minutes of this discussion can be found in the SLC's Jan 25 minutes.

Following these meetings, the SLC members agreed to schedule additional meetings to discuss actions that the SLC might take to address these issues. The SLC discussed many ideas, although some fall under the prevue of other committees/groups (e.g. diversity committee, Dean of diversity and inclusion, BHERT, etc.). In the end, the SLC identified some actions that it would like to take:

1. The committee recognized that many faculty do not have a clear understanding of what can and can't be shared with regard to student records, including conduct records. After learning more about FERPA and University guidelines, the SLC believes that all faculty need to be better informed about these issues and potential violations. A flyer is currently distributed to adjunct faculty by the registrar's office and the SLC agreed that it would be a good idea for something similar to be distributed to all faculty. Ideally the committee would recommend that this flyer be sent out at the beginning of each academic year/semester. This could be facilitated by the registrar (the registrar is the source of the current flyer). We would also encourage discussion of FERPA rules in greater detail at department meetings, as we recognize that while not all faculty attend the faculty meetings, all faculty do attend department meetings.
2. Like issues surrounding FERPA, the SLC is aware that faculty are under-informed about the student conduct process, including the conduct process surrounding sexual misconduct and reporting. While new faculty are introduced to mandatory reporting at orientation, there is no further education about the reporting/investigation/conduct process. The SLC would like to work to better educate faculty about these processes. While many faculty know that they are mandatory reporters, they may not know what that means, in terms of what information must be shared. Moreover, many faculty do not know what happens after they report an incident to the Title IX office. A better understanding of this process could greatly affect how a faculty member might interact with a student who comes to them to disclose an alleged incident. For example, reports to the Title IX office will result in the office contacting the student and asking the student if they want to proceed further. If the student declines then the process stops. Moreover, the student may later choose to pursue an investigation at any time. The SLC would like to work to better educate the greater faculty about this process. Possible ways to do this include Wed at 4, faculty meeting, and/or a flyer and department meeting discussions, similar to the education regarding FERPA.

3. Like faculty, students do not have a clear understanding of the reporting process, including where and how to report, what is and is not confidential, and what might happen as a result of a report. The SLC would like to identify ways that faculty can help

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to educate students about reporting incidents of sexual misconduct and the issue of sexual misconduct in general (e.g. consent, bystander training, etc.). There is currently a talk about consent during orientation for new students that is "required", but attendance is not taken, so not all students actually attend. The SLC would like to think of creative ways that it could help to support the SGVC and the Dean of Students to increase this education. Faculty Senate Charges for the Student Life Committee

The SLC received 3 charges. These are listed and discussed below:

Charge #1: Continue to review and revise as the Committee wishes its procedures, particularly as they pertain to the liaison and board staffing responsibilities of Committee members. Monitor the effect of these revisions, particularly with regard to issues of workload and work distribution. Assess future staffing and support needs.

Members of the SLC embraced the idea that, in addition to serving on misconduct boards, that members could staff various student life related committees on campus. The majority of the work that was done in the fall semester was determining which committees/boards to staff. In addition to co-curricular assignments (discussed below, with respect to charge #2), Dean Segawa made recommendations of committees that could use faculty members and that would be of interest to the SLC. These include the Sexual and Gender Violence Committee (SGVC), Orientation committee, the committee to select a new sorority, and two committees being formed by the Advocates for Institutional Change (AIC). The AIC committees included a committee to establish a new multicultural center, and another committee to address issues with diversity and inclusion in orientation. In the end, both AIC groups decided that they did not want faculty members. Members are currently serving on the SGVC and Orientation committee. A member also has been serving on the committee to select a sorority and this committee wrapped up its business this semester. Finally, in addition to these committees, members are planning to be part of the subcommittee for faculty free speech.

Recommended charges for next year:

1. As discussed above, the SLC identified some actions that it could take regarding educating faculty about FERPA and the Sexual Misconduct reporting and response process. Overall, we see a potential role for the SLC to serve as a group to help to inform and educated the greater faculty about student affairs-related issues that might be off faculty radar (like the conduct process).

In the 2015/2016 year the SLC was given the following charge: We will continue to staff other committee and boards as need, whether directed by the senate, or advised by the Dean Segawa.

Charge #2: Examine the advisability of Student Life Committee members serving in additional co-curricular service assignments (such as advisor to KUPS, the Union Board, etc.).

The SLC formed a working group (Latimer and Gessel) surveyed various co-curricular service assignments (e.g. Union Board, The Trail, ASUPS, KUPS, etc.). We determined

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~~several should remain as full service assignments, due to the amount of work, time commitment, and/or expertise (e.g. ASUPS, Literary magazine). At least two had no clear faculty advisor that we could find (the Trail, yearbook). The advisor for KUPS was new and also is assigned to conduct boards, although it was unclear how this assignment to conduct was different than SLC members' service. Since the advisor (Carl Toews) is new, it was difficult to assess this position. At this point, the SLC decided that Union Board was an appropriate place to staff a member and Mike Benveniste has begun attending meetings this semester as the SLC faculty member. Note that Duane Hulbert is currently assigned Union Board for his service assignment, but he is retiring. The SLC can continue to staff this, which would free up a service assignment.~~

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2. Charge #3: “Work with PSC, BHERT, and the CoD to identify conflicts, if there are any, between the Faculty Code and the Response Protocol to Incidents of Bias or Hate.”

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~~In that year, (Two SLC members have contacted the Diversity committee and PSC but not much has happened with this charge.- The members of the committee have not met, to our knowledge. This charge may be important in revisiting given the events of the past year, the campus climate, and the growing conversations about free speech on campuses at the national level.~~