

Minutes of the Professional Standards Committee  
September 17, 2015

Present: Mark Reinitz (Chair), Jennifer Neighbors, Matt Warning, Amy Odegard, Kurt Walls, Tiffany MacBain, Kris Bartanen, Garrett Milam

The meeting was called to order at 2:33 p.m.

The minutes from September 10, 2015 were approved.

The majority of the meeting was spent reviewing revisions of the interpretations of the Faculty Code related to Title IX. The major points of discussion are summarized below.

The question was raised whether it is necessary to repeat what is already written in the *Campus Policy Prohibiting Discriminatory Harassment and Sexual Misconduct* or whether it is sufficient to reference the policy when needed. It was agreed that definitions, such as the definitions of discriminatory harassment and sexual harassment, could be referenced.

It was discussed whether specific contacts (i.e. the Dean of Students, the Dean of the University, etc.) should be listed for individuals wanting to report sexual harassment. It was agreed that a hyperlink for "harassment response officers" would be appropriate. There was a discussion about how much detail to include related to the limitations of confidentiality. The point was raised that individuals should be aware of confidentiality limitations, as all faculty and staff are required to disclose reports of sexual misconduct. However, it was also noted that focusing heavily on confidentiality limitations could set a tone of discouragement for reporting.

The current interpretation of the faculty code states that the definition of sexual harassment "will be interpreted and applied consistent with accepted standards of mature behavior, academic freedom, and freedom of expression." It was agreed that the academic freedom section in the Faculty Code should be referenced in this statement. Some committee members noted that the verbiage "accepted standards of mature behavior" was too vague and poorly defined. It was agreed this wording would be replaced with "accepted standards of reasonable behavior."

There was a brief discussion about whether sexual relationships between faculty and students should be included in the document. It was pointed out that Section 2E in the campus policy already covers consensual sexual relationships.

The PSC will meet again in three weeks. The starting point for the next meeting will be to finish working on the Title IX document. In the meantime, three working groups were formed, and each group will review one of the following: Faculty Evaluation Guidelines from Biology, Faculty Evaluation Guidelines from Philosophy, or the course assistant guidelines from Occupational Therapy. Each working group will report their findings to the full committee at the next meeting.

The meeting was adjourned at 3:32 p.m.

Minutes taken by Amy Odegard