

Faculty Senate
McCormick Room, Collins Library
Minutes of the February 8, 2016 meeting

Present:

Pierre Ly, Ariela Tubert, Siddharth Ramakrishnan, Jonathan Stockdale, Andrea Kueter, Kris Bartanen, Bill Haltom, William Beardsley, Nakisha Renee Jones, Brendan Lanctot, Kena Fox-Dobbs, Amanda Mifflin, Robin Jacobson, Andrew Gardner, Jennifer Utrata

Guests:

Doug Cannon, Jennifer Neighbors, Mark Reinitz

1. Chair Tubert called the meeting to order at 4:00 pm

2. Announcements

Chair Tubert reminded Senators of the February 26 deadline for nominations for the Lora Bryning Scholarship, the Peter K. Wallerich Scholarship, and the Fred S. Wyatt Scholarship.

3. Revisions to January 25, 2016 minutes approved

Brief discussion clarifying revisions to the minutes.

4. Updates from liaisons on standing committees

Committee on Diversity (COD, Jacobson) seeks clarity on how their charges fit in with ongoing work on same issues by other groups/committees on campus. Chair Tubert suggested that the COD initiate contact with other groups, and try to coordinate efforts. Jacobson will revisit the Senate minutes when charges were issued to help direct the COD.

Academic Standards Committee (ASC, Lanctot) has proposed common hours for faculty conversation and meetings. The ASC has proposed two potential plans: Plan A - Wed 3:00-4:30pm, and Plan B - Wed 8:00-9:30am.

5. Updates from the ASUPS representative

ASUPS (Nakisha Renee Jones) will elect a new Vice President next week (previous VP resigned). The ASUPS website is being redesigned, and will include upgraded technology. The campus APP – *Eventi* – is nearly ready. Jones is working on a resolution to address the distribution of constituents on future university presidential search committees.

6. Discussion of the Professional Standards Committee's proposal for changes to the Campus Policy Prohibiting Harassment and Sexual Misconduct

Jennifer Neighbors and Mark Reinitz represented the Professional Standards Committee (PSC), and presented their proposal (see Appendix) for changes to the Campus Policy Prohibiting Harassment and Sexual Misconduct, to fall after Part II Section E and to replace the second paragraph of the current Part II Section E. The subsequent discussion focused on the specific language of the proposal, and several senators suggested that there be additional consideration of the text in the second paragraph, specifically focusing on clarity regarding “romantic” relationships. -

M/S/P the Senate endorses the change to the Campus Policy Prohibiting Harassment and Sexual Misconduct proposed by the PSC.

7. Meeting adjourned at 5:18pm.

Minutes prepared by Kena Fox-Dobbs.

Respectfully submitted,

Pierre Ly, Secretary of the Faculty Senate

Attachments:

Appendix: Professional Standards Committee's proposal for changes to the Campus Policy Prohibiting Harassment and Sexual Misconduct

PSC proposal for a new section for the Campus Policy Prohibiting Harassment and Sexual Misconduct, to fall after Part II Section E and to replace the second paragraph of the current Part II Section E:

Relationships Between Faculty and Students

The pedagogical relationship between faculty and students is one that entrusts the faculty member with guiding and shaping a student's academic and oftentimes personal development. Power inequalities between faculty members and students are inherent in such a situation. For example, faculty members have the power to make or influence decisions that may affect a student's education, financial aid, graduate school opportunities, current and future employment, and overall ability to succeed in his or her time at college.

As a result, the ability for a student to give full and affirmative consent to a sexual and/or romantic relationship with a faculty member can be diminished or compromised. In addition to the potential harm such relationships can inflict on the student, such relationships have the potential to create a negative environment for other individuals who may perceive that they are disadvantaged as a result of the relationship. Consequently, the University of Puget Sound prohibits any sexual and/or romantic relationship between a faculty member and a student. *All reported violations of this policy will be investigated. If it is determined that a violation has occurred, the faculty member will be subject¹ to disciplinary action and possible dismissal.*

The university recognizes that in some cases the spouse or partner of a faculty member may enroll in classes at the university. If such relationships are disclosed to the university's Title IX Coordinator prior to the student's enrollment, those relationships are exempt from this prohibition. However, the faculty member in such a situation is required to ensure that he/she/they recuses himself/herself/themselves from any grading or administrative decision-making processes in which the student is involved. For further information on procedures regarding spouses and partners enrolled at the university, see the Professional Standards Committee's interpretation of Chapter I, Part C, Section 2 and Chapter I, Part D, Section 4 of the Faculty Code, found in the Faculty Code's Appendix.

¹ Language in italics is taken almost verbatim from Connecticut College's "Consensual Sexual Relations Policy."

Campus Policy Prohibiting Harassment and Sexual Misconduct (current version):

Part II Section E: Consensual Sexual Relationships

Consent is defined as verbal agreement and positive physical cooperation in the course of mutually agreed upon sexual activity. The person giving consent must act freely, voluntarily and understand the nature of consent. Consent may not be given by a minor or by a person who suffers from mental incompetence or intoxication. Lack of protest or silence does not imply consent. The person who wants to engage in the specific sexual activity or conduct is responsible for obtaining consent to make sure that he or she has consent from the other party(ies). A prior relationship is not sufficient to indicate consent. Consent must be present throughout and can be revoked at any time.

A consensual sexual relationship between a faculty or staff member and a student does not necessarily involve sexual harassment or misconduct. However, the university's educational responsibilities to its students are potentially compromised in all such cases by the likelihood or even the appearance of a conflict of interests. Consequently, this policy prohibits consensual sexual relationships between a faculty or staff member and a student whenever the faculty or staff member is in a position of professional responsibility with respect to the student. A faculty or staff member has a professional responsibility when he or she is currently or potentially in a position to make or influence a decision or to confer or withhold a benefit relating to the student's education or employment.

In accord with the university's conflict of interest provisions, this policy prohibits faculty or staff members from exercising supervisory responsibility with respect to another faculty or staff member with whom they are involved in a consensual sexual relationship. A faculty or staff member who enters into a consensual sexual relationship with a subordinate is required to promptly disclose the relationship to his/her superior(s) so that reassignment, alternative supervision processes, or other arrangements can be facilitated and documented.