**GFC Meeting Oct 24, 2016 Minutes**

**IUB:  BY-004**

**IUPUI:  UL-1170B**

**IU Video Bridge #238853**

J. Lentz recorder

**Attendance:**

**IUPUI -** Leslie Ashburn-Nardo, Margaret Bauer, Janice Blum, Millie Georgiadis, Jody Sundt, Diane Von Ah, Andrew Winship

**Regional** – Damian Fleming, Laverne Nishihara, Terry Shepherd, Susan Zinner

**IUB** – Carolyn Calloway-Thomas, Pat Foster, Vivian Halloran, Raquel Hill, Claudia Johnson, Jennifer Lentz, Ellen McKay, Patricia McMannis, Malcolm Smith, Jeff Rutherford, James Wimbush

**Due to technical difficulties, meeting began 3:49**

1. **Approval of minutes from Council meeting on Sept. 19, 2016**
2. **Announcements - – led by Chair Margaret Bauer**
   1. Bianca Evans, Asst. Dean for Diversity and Inclusion, will join is at the November meeting to discuss regional campus fellowships and diversity issues.
   2. Bloomington Faculty Council Library Committee will join us at the November meeting to discuss issues of thesis/dissertation preservation and access
3. **Updates from the Dean – led by Dean Wimbush**

In Sept, attended a graduate deans meeting, led by Mary Sue Coleman, to discuss initiatives under Hunter Rawlings.

Getting You into IU – program that brings people of underrepresented groups to PhD and MFA programs. 47 students we hope to recruit

IUPUI is searching for a Graduate Dean of Diversity and Inclusion to fill vacancy left by NaShara Mitchell. Currently interviewing. Thanks to those who are helping with interviewing. Hoping to move quickly to fill the position, with a target start date of December or January.

1. **Committee Reports**

Awards committee report – led by Jody Sundt

Outstanding thesis awards were given in the Social Sciences and in the Natural Sciences/Mathematics divisions. Winners were Roshan Pandian, Sociology, IUB and Pu Ni, Medical and Molecular Genetics, IUPUI

Committee wants more nominations in future years and suggested we promote these awards to the graduate departments. Concerns also to awarding the Masters thesis award in the fall when all other awards are in spring.

We also should get the word out for the Wells Scholarship, which has a nomination deadline of Nov 18. In particular, we would like more nominations from IUPUI.

No reports from other GFC committees

1. **Discussion items**

**Title IX, Sexual Harassment, and IU Policies—led by Emily Springston, Chief Student Welfare and Title IX Officer**

Emily Springston discussed issues related to Title IX with the committee. All faculty should be aware of Title IX regulations and our responsibilities. If we are on “notice” with Title IX, we have a legal obligation to stop and prevent the activity.

We are required to provide programming to students and employees. The primary goal is prevention. If someone is in harms way, we have an obligation to act. Often, however, the parties involved are not associated with IU. Title IX allows us to help students even with people outside of the IU community.

Information is on the website: <http://stopsexualviolence.iu.edu/>

Website contains reports on climate at IU, # of student reports. More summary reports will come out this fall in collaboration with the Center for Survey Research. Report also will help determine the needs of graduate and undergraduate students, which are likely to differ.

Employees should complete the Online Responsible Employee Module for training on Title IX issues. Employees are required to report any knowledge of potential sexual misconduct, even though investigations often require student consent.

Janice also mentioned that IUPUI is rolling out Save Haven, which also provides training modulates for graduate and professional students. Other campuses also use “My Student Body.”

Sometimes the modules are most-appropriate for undergraduates, and we are reaching out to vendors for something better for graduate and professional students. Graduate students often have different needs. They are often in dual roles: students and employee, and they have unique relationships with their advisors and laboratory roles. Title IX office takes these issues seriously.

Margaret inquired about Title VII, the civil rights act, which protects against discrimination. This act also requires action if a supervisor is engaging in discriminatory behavior. Graduate students are particularly vulnerable, but they, like employees, are protected against retaliation by their employer.

Raquel inquired about how we can communicate with students who might be in retaliatory situations. Emily indicated that we need to educate students to report and employees may need training and reminders to avoid retaliation.

Ellen inquired whether the person reporting has privacy. Emily said that privacy can be difficult to enforce; the Title IX office does keep everything private but often witnesses being questioned will know.

Carolyn asked whether data are reported to the federal government. Emily replied that yes, the Clery Act requires reporting of sexual crimes on campus. She also wondered whether ethnicity is a factor in reporting and whether that information is tracked. Emily said that there is a lot of inconsistency in tracking, but the office is working to ensure uniformity across campuses and that they are trying to track this information.

Stalking also appears to be on the rise, but Emily indicated that this perception might be related to an increase in reporting rather than an increase in incidence. However, technology and social media might also be contributing. Stalking is a crime that requires a better understanding. Both stalking and dating violence often start in the same way as non-violent incidents do. There is no “one” profile of this kind of perpetrator so it is difficult to prevent. The role of alcohol and drugs on campus also are contributors

Patricia asked how many reports come from the victim. Emily indicated that very few do. Most reports are from employees.

Carolyn then asked how many students report on faculty. Emily indicated these incidents are going down but there are still reports. There is a sense of underreporting.

Raquel inquired what steps are in place to protect the identity of the individual reporting. Emily replied that it is totally anonymous; only outcomes are reported. Smaller campuses might be more problematic, however, due to the small numbers of reports.

Emily also indicated problems with these crimes among the international students and that culturally specific training might be needed.

Margaret inquired about the where there are deputy Title IX coordinators. Each campus has at least one deputy coordinator:

IUB – Libby Spots, Carol McCord, Julie Knost

IUPUI – Brian Tomlinson, Kim Kirkland

East – James Summers

Kokomo – Gerry Stroman

Northwest – Aneesah Ali

South Bend – Mary Campbell

Southeast – Darlene Young

Carolyn wondered what the numbers are like for graduate students. Title IX office is working with Jeff Rutherford to reach them and the climate survey also indicated that graduate students are concerned about these issues

Pat mentioned that she is aware of female graduate students expressing concerns about issues within their departments but that the faculty were unaware that there might be problems. Sometimes it seems that the faculty do not respect the female graduate students.

Janice replied that faculty training is needed in order to increase awareness.

Malcolm also asked how the Title IX office handles reporting incidents to the authorities. Emily indicated that the code of conduct provides guidance for this. Law enforcement sometimes needs to be involved. Students are encouraged to also report to the police, but students often choose the university route and not the criminal process. This may be due to the difficulty of the criminal process – the university standards are lower than those for law enforcement. Often they do not report to the police and want only to work within the university. Our focus is on our code of conduct.

We also see students who won’t report to university or law enforcement but will “call out” others on social media. IU struggles with how to handle this. We are currently under the compliance review of OCR (Department of Education's Office for Civil Rights). Unsure when that will end; we are in the end of year 3. They sometimes will issues resolution agreements against schools and just recently issued one against Wellesley finding that the university violated title IX with regard to the respondent. We may be protected against this because our process has always been about fairness among the parties.

Pat asked if this information is also reported to granting agencies. This information is not currently reported, but will be in the future if needed for accreditation.

Ellen asked whether IU has a policy specifically related to use of social media. Emily said at this point no; our existing standards apply, but we may need to educate that they also apply to social media.

Tabled remaining agenda items.

**Meeting adjourned 5pm.**