

## Faculty Senate Executive Summer Meeting

29 June 2016

Present: Rex Strange (Pott), Chuck Conaway (LA), Peter Whiting (Library), Jason Fertig (RCoB), Gabriela Mustata Wilson (HP), Nick LaRowe (LA), Brandon Field (Pott), Andrew Lenhardt (HR), Ronald Rochon (Provost), Shelly Blunt (Provost's Office), Donna Evinger (HR)

- Donna presented the Civil Rights and Sexual Misconduct Policy and Procedures that have been developed by her working group.
  - Changes proposed to policy include:
    - Reference to Campus Save Act was included, references to "student workers" throughout the policy were changed to "student" because the Student Code does not have the appropriate procedures for such policies
    - A new website <http://www.usi.edu/policies/handbook/civil-rights-sexual-misconduct> was published to make information more accessible for students.
  - Changes to the evaluative and appeal processes and procedures:
    - Evaluative procedure was changed: As specified in the original procedures, the Title IX Coordinator was to make the appeal evaluation alone. Now, the Title IX Coordinator/Executive Director of HR, Dean of Students, and the Associate Director of HR make up the evaluative panel, which was in reality what had been happening.
    - Previously, the first step was a vice presidential review. Now, the first step will be through an Appeals Panel, and the second step will be the vice president review. The Appeals Panel will be selected for each case by the VP of Finance and Administration. At least one member will be a University administrator or faculty who has received specialized training as an investigator, and who was not involved in the original investigation. The remaining two members will be University Deans or other senior administrators who have received specialized training in evaluating appeals.
    - The EEO Appeal and Hearing Board has been removed from the process. This board has not been convened for approximately the last 20 years, and is no longer in line with the current Title IX nationwide policies. Thus the EEO Appeal and Hearing Board will no longer be needed to be populated by the Faculty Senate, where it had in the past.

- The Members of Faculty Senate in attendance all agreed to endorse the spirit of the procedural and policy changes as presented.
  - The new policy and procedure will be distributed to the whole of Faculty Senate through Nick, and future recommendations or comments can be directed to Andrew through Nick.
- Report from Provost on Promotion and Tenure Developments:
  - Been working on providing a better uniformity of expectations in the applications for tenure and promotion and preparation of portfolios.
  - A working group has been looking at best practices elsewhere, and will be developing guidelines that will be presented to Faculty Senate in fall. Faculty Senate will be asked to review and endorse these guidelines in the future.
- Academic Integrity Policy has also been under review. Looking to move the process to the Dean's level instead of the Provost's office. Hearing process has been updated and is under review by the deans. Shelly will send the policy to Nick for distribution.