

**Washington University in St. Louis**  
**Minutes of the Spring Meeting of the Faculty Senate**  
May 12, 2015

**1. Call to Order and Introductions**

Chancellor Wrighton called the meeting to order at 4:01 pm and introduced Jessica Kennedy, Title IX Coordinator.

**2. Approval of the minutes** of the Faculty Senate meeting, December 8, 2014

The minutes were approved.

**3. Chancellor's Report—Mark S. Wrighton**

Fall 2015: new class of undergraduates, about 1700 students. Thanks to additional funding, this will be the most diverse class ever in socioeconomic and probably racial terms. Brown School building nearing completion. John and Jennifer Hillman Hall's formal dedication will be Friday October 7. The Summers Recreation and Fitness Center will be completed in Summer 2016. WU has a formal application out to host a Presidential or Vice-Presidential debate in Fall 2016. Medical School Research building well underway—larger project than Hillman Hall. In about 2 years, beginning of construction of underground parking, Weil Hall for the Fox School, and Jubell Hall, the School of Engineering building for mechanical engineering and materials science. Entire East end of campus will be transformed beginning with these projects. There will be no campus entrance from the East, with the possible exception of a dropoff area. Garage entrance will be on Forsyth. Smaller buildings: welcome center including admissions office; dining facilities. Two things are needed. 1. Detailed plan for entire area + architect for engineering building and the two smaller buildings. 2. Money.

Campaign. End of April: \$1.855 billion. A little more than 3 years to go. We are confident in exceeding \$2.2b. Financial aid goal is \$400m, of which about \$295m committed. 87 commitments to endowed professorships totaling about \$200m. Together these commitments to people total much more than funds for facilities. Endowment has performed very well; this contributes to WU's ability to undertake capital projects.

Some challenges this year arising from climate following Michael Brown's shooting. Good response from entire WU community. Day of Dialogue; survey on diversity and inclusion; other observances and study opportunities. We still face many challenges and have to work toward solutions.

**4. Update on Discrimination and Harassment Policy—Holden Thorp**, Provost and Executive Vice Chancellor for Academic Affairs, Rita Levi-Montalcini Distinguished University Professor

Now we are giving information and gathering suggestions. The Office of the General Counsel and the Provost have been working together to revise and simplify 3 policies and to make them into one policy. Part of reason for revision is an audit by NASA that said we weren't in compliance. Policy on complaints against a student is pretty simple and not in need of much change.

For staff and faculty: much revision and simplification has been proposed. Today's purpose is to present the proposals and the rationales and to gather feedback.

Feedback:

Q: Where does a staff member (such as a dean or a librarian) who teaches a course fit in these categories? A Joe Sklansky, Office of General Counsel (OGC): this depends on the primary appointment of the staff member. This needs to be looked at because there are several hybrid situations.

Q What is the punishment for someone who is found guilty of sexual assault? Shouldn't expulsion be automatic? A: Deanna Modde, OGC: expulsion is not necessarily standard, but it has been done. Q again: what guarantee is there of expulsion? A: no guarantee. But expulsion is among the possible sanctions. Q shouldn't expulsion be expressed as the preferred punishment?

Q Ron Cytron: if rape is against the law, why isn't expulsion the least the accused should be punished? [No direct response.] Q Dolores Pesce: which committees are elected under the current policies and under the proposed revision? A: Under current policies, the Administrative Hearing Committee is appointed. All are appointed except for the Advisory Committee on Tenure and Academic Freedom (the subset of the Faculty Senate Council consisting of the 5 At-Large members). An elected committee comes into the process only if there is an appeal of the DHHC's recommendation and the Dean's decision. Q Marty Israels: Is the Academic Freedom and Tenure Hearing Committee being effectively eliminated from this process? It shouldn't be. Q Rebecca Hollander-Blumoff: Who might be on the DHHC? A Modde: The DHHC can be thought of as a pool, from which are drawn appropriate members according to the status of the complainant. Q Israel: One would need to establish the appropriate hearing committee well in advance of a case. Q Christine Johnson: For staff, what happens? A Thorp: HR is advisory to the supervisor. Q: What is the appeal process for staff? This still needs to be worked out. Q: what percentage of cases get to the appeal stage? A Thorp. For harassment and assault, between 1/3 and 1/2.

## **5. Faculty Responsibilities Related to Title IX—Jessica Kennedy, Title IX Coordinator**

Starting point of policy is that anyone who has supervisory authority must report an allegation. [Review of definitions of sexual harassment and sexual violence, and University Student Judicial Code]

Scope of Title IX federal law: protects everyone (students, employees, third parties) participating in a school's programs or activities wherever they take place, on campus or off.

A current problem is that students are sometimes confused about how consent is defined. This needs to be clarified through elaboration. Another area of ambiguity: stalking—how is this defined? The term is used too loosely and metaphorically in everyday communication.

Title IX duty of WU upon notice: we must report and take effective steps to stop harassment. WU must investigate, whether or not a complaint has been made. Confidential resources (there are 6 of them) are exempted from this reporting requirement.

Academic accommodations may be required either for complainants or respondents.

Reporting resources:

Non-confidential: WUPD; Tamara King, Director of Student Conduct; Jessica Kennedy, Title IX Coordinator. Usually, if a student does not wish her or his name to be revealed, or does not wish there to be a formal investigation, this request will usually be honored. Some responses may nevertheless be made in the interest of future safety of students or others.

Steps being taken as ongoing effort: survey, task force, Title IX website.

All of this information will be available via the Title IX website, currently under construction, projected to be finished by Fall 2015.

Q Hillary Elfenbein: what about a potential complaint against a third, non-WU, party? A: all incidents should be reported to Title IX office or other appropriate resource.

Q: Tim McBride: How will revised definitions be promulgated? A: Communication is always difficult, and we will need to find multiple paths of communication.

Q: If I report an incident, what will we learn about what happens? A: Perhaps nothing, for reasons of confidentiality.

## **6. Faculty Senate Council Chair's Report—William W. Clark**

Welcome to new members. The FSC identifies emerging issues that require faculty input. In this meeting the FSC reports on the issues it has identified for work this year.

Since the last meeting of the Senate in December 2014, there have been 3 meetings of the FSC. Faculty Senate is all kinds of faculty, not only tenure-stream. The "tenure document" comprises freedom, academic responsibility and tenure. Discussions of these things will be ongoing.

Highlights of the main issues:

This semester: reports from Vice Chancellor for Research; Ombuds; John Gohsman, Vice Chancellor for Information Technology. FSC collaborates with the Chancellor's office on awards for distinguished faculty. The Cori Award will go to David Holtzman; the Compton Award to Michael Lutzeler. This celebration will be October 3, followed by the Chancellor's Gala. Next year the new Gender Pay Equity (GPE) Report will be prepared. This year a subcommittee, chaired by Andy Sobel, that included members of the FSC and representatives of all schools on the Danforth Campus, reviewed the methodology. This committee is formulating

recommendations for the next GPE study. Holden Thorp and the Provost's office have been very supportive in this effort.

### **7. Necrology**

The Secretary read the names of current and former WU faculty members who died during the past year.

### **8. Other Business**

There was no other business.

### **9. Adjournment**

The Chancellor thanked the Chair and Secretary of the FSC for their service over the preceding three years.

The meeting was adjourned at 5:46 pm.

Respectfully submitted  
John Klein, Secretary