

Faculty Senate Meeting
Minutes of
September 18, 2014

Reid Oetjen, chair, called the meeting to order at 4:08pm. The roll was circulated for signatures.

MINUTES

Motion to approve the minutes of August 21, 2014 was made and seconded. The minutes were approved as recorded.

RECOGNITION OF GUESTS

Maria Beckman, Director of Equal Opportunity Program and Title IX Coordinator
Lucretia Cooney, Academic Affairs
Lyman Brodie, Academic Affairs

ANNOUNCEMENTS

Parent weekend is this weekend. The State of the University is next week.

REPORT OF THE PROVOST

None.

OLD BUSINESS

There is no old business.

NEW BUSINESS

Title IX Requirements for University Faculty—Maria Beckman

There is a new website, shield.ucf.edu. It is a one-stop website for students and employees, along with resources for making UCF a safer place. One area that might be most relevant for faculty is the feature dealing with sexual harassment, including definition of sexual assault, how to preserve evidence, and how to report it.

Title IX is a federal law, enforced by the Office of Civil Rights within the U.S. Department of Education. The office can pull federal funding if the university does not comply with Title IX. “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

“Title IX requires universities to address every allegation of sexual harassment on a student victim that is known or should know about.” This includes all faculty who should know about allegations of harassment, as someone “a student could reasonably believe has this duty or authority.”

This means a faculty member is required to report sexual harassment to the Title IX coordinator, even if a student does not want the faculty member to do so. The Title IX coordinator will balance student requests for confidentiality with regulations imposed by the Office of Civil Rights.

What is sexual harassment? (1) Quid pro quo. "Offering or requiring an exchange or sexual favors for an advantage, or to prevent a disadvantage." (2) Hostile environment. "Verbal or physical conduct which, due to severity and pervasiveness of the conduct:" [has effects of creating negative environments, interrupting an individual's ability to maintain student or employment status].

Ms. Beckman reviewed definitions for sexual assault, dating violence, domestic violence, retaliation and stalking, reviewed levels of confidentiality, provided tips for discussing with students who are victims, and reviewed suggestions for preventing sexual harassment.

Questions: What about faculty with medical licensing? It depends on your role at the time. If a patient, then confidential. If faculty, you are required to report. The bottom line, HIPPA trumps Title IX.

Chair offered to make the full presentation available on the Faculty Senate website.

Resolution 2014-2015-1: Amend the Definition in the Bylaws of the Faculty Constitution

A friendly amendment was presented to clarify the same academic titles in Section II.A. of the Bylaws of the Faculty Constitution. Motion to accept friendly amendment. Seconded. All in favor.

The revised resolution will be sent to all senators for review and dissemination. The revised resolution will be considered at the October meeting.

OTHER BUSINESS

Committee reports:

Graduate Council: two new members appointed.

Parking committee: recommendation for review of new hangtag policy.

No other reports.

ADJOURNMENT

Motion to adjourn made and seconded. The committee adjourned at 5:04pm.