

College of Arts and Sciences

Faculty Assembly

April 17, 2015

ATTENDANCE:

Anthropology:	L. Markowitz, S. Parkhurst, J. Zhao
Biology:	J. Alexander, D. Schultz, S. Yanoviak
Chemistry:	R. Buchanan
Classical & Modern Languages:	L. Baixauli-Olmos, R. Buchanan, D. Coyne, W. Cunningham, T. Dumstorf, T. Edison, B. Fonseca-Gruber, J. Gabbard, J. Greene, M. Groenewold, S. Hua, A. Leidner, R. Luginbill, M. Makris, F. Nuessel, B. Ortiz-Loyola, W. Pfeffer, C. Sullivan, L. Wagner, W. Yoder
Communication:	M. Cunningham, M. D'Silva, A. Futrell, R. Merkel, S. Smith
English:	D. Billingsley, B. Boehm, K. Chandler, A. Clukey, P. Griner, K. Hadley, A. Jaffe, T. Johnson, K. Kopelson, G. Ridley, S. Ryan, S. Schneider, H. Stanev, B. Willey
Fine Arts:	G. Mayer
Geography/Geosciences:	A. Gaughan, C. Hanchette, K. Mountain, W. Song, F. Stevens
Humanities:	P. Beattie, B. Harwood, T. Soldat-Jaffe
Justice Administration:	D. Keeling
Mathematics:	L. Larson, T. Riedel, D. Swanson, S. Young, R. Wildstrom
Pan-African Studies:	P. Johnson, T. Rajack-Talley
Philosophy:	J. Gibson, A. Kolers, D. Owen
Political Science:	D. Clayton, J. Farrier, T. Gray, R. Payne, S. Wallace
Psychological & Brain Sciences:	P. De Marco, S. Meeks
Sociology:	J. Beggan, R. Carini, K. Kempf-Leonard, D. Roelfs, R. Schroeder
Theatre Arts:	N. Burton, R. Vandenbroucke
Women's & Gender Studies:	D. Heinecken, S. Jarosi, N. Theriot

Andrew Rabin convened the Faculty Assembly at 2:03 PM.

Dr. Rabin made two announcements: 1) Faculty were reminded of and encouraged to attend the A&S Faculty Awards and Reception on Friday, April 24, 2015. The event will be held in the Red Barn. Doors open at 3:00 PM and the program begins at 3:30 PM. 2) Dr. Rabin thanked Mona Francis and Dwain Pruitt for their work in support of the Faculty Assembly during the 2014-2015 academic year.

The faculty unanimously approved the slate of graduate and undergraduate degree candidates for May 2015.

Dr. Karen Hadley presented Ms. Lashawn Ford to the faculty as the 2015 Woodcock Medalist. A University Honors Scholar, Ms. Ford will be graduated *summa cum laude* with a B.S. in Justice Administration and B.A. in Sociology, Psychology, and Philosophy. An active mentor and leader for at-risk youth in the Louisville Metro area, Lashawn has dedicated her time to three different organizations that work with youth: Parkland's Boys and Girls Club, YMCA Youth Achievers, and Hotel Louisville's Resilient Family Project. She recently received a 2015-2016 U.S. Fulbright Student Award to the United Kingdom. With this award, she will complete her Master of Arts in Criminology at the University of Kent in England. She intends to earn a J.D. with an emphasis in Juvenile Law and Justice with the ultimate goal of becoming a juvenile court judge. The faculty unanimously approved Ms. Ford's selection as the 2015 Woodcock Medalist.

The faculty unanimously elected its 2015-2016 Faculty Assembly officers. Dr. John Gibson will serve as Parliamentarian. Dr. Andrew Rabin will continue to serve as Chair of the Faculty Assembly.

Amy Shoemaker, Associate University Counsel, and Angela Taylor, Assistant Dean of Students, addressed the faculty concerning Title IX and the University's designation of faculty as "responsible employees" in January. Ms. Shoemaker explained that the impetus to classify all faculty as "responsible employees" under Title IX came from a meeting with the head of the Philadelphia branch office of the Office for Civil Rights (OCR). OCR advised that all faculty should be classified as "responsible employees" because the students with whom they interact could reasonably be expected to believe that faculty are in a position to remediate grievances. The proposed syllabus template language is intended only to serve as a suggestion. Faculty may amend and/or enhance the language as is appropriate/desired. Ms. Shoemaker explained that faculty who learn of potential issue should speak with Dean Taylor or one of the designated Title IX officers. These officers will initiate a "factual analysis" to see what the next steps to be taken should be, if any follow-up action is required. Responding to faculty concerns that mandatory reporting to the Office of the Dean of Students would be a violation of privacy and victims' rights, Ms. Shoemaker noted that the reporting of incidents of gender/sexual harassment or misconduct is the only means by which the University can identify and remediate systemic issues. Dean Taylor explained that students are being educated about Title IX through a series of mass communications, its incorporation into orientation materials, and other means. When asked if faculty should communicate with Title IX officers when/if a student reveals something about sexual abuse/harassment prior to her/his UofL career, Ms. Shoemaker recommended that the faculty contact Dean Taylor. This contact would largely be made to see if the student might benefit from on-campus services (PEACC, the Counseling Center, etc). Should faculty choose not to comply with this policy, no immediate reprimand or sanction would be forthcoming. Faculty should be aware, however, that, in the event of litigation and OCR involvement, a faculty member may be named as a defendant. Faculty members found to be acting within the scope of their employment will be defended by the University. Faculty found not in compliance with their institutional obligations may be found personally liable in a legal proceeding and subject to penalty.

Faculty were encouraged to e-mail Ms. Shoemaker with any additional questions. Dr. Rabin will circulate her e-mail address to the faculty.

Interim Provost-elect Neville Pinto next addressed the Faculty Assembly. After recounting his personal life and academic career, Dean Pinto answered questions from the faculty. Dean Pinto emphasized that his will be an interim, one-year appointment, so his primary focus will be on continuing the University's momentum. He pledged to be committed to the University as a whole, not just to the Speed School. Dr. Pinto stated that he hopes to continue Provost Willihnganz's commitment to improving faculty salaries, tempered by the fiscal realities that the University faces. He also spoke about continuing work to improve graduation rates and supporting diversity and internationalization initiatives. Dr. Willey suggested that the Office of the Provost could improve faculty engagement with students by recognizing that in faculty evaluations/merit considerations, prompting Dr. Boehm to note that the provost only sees evaluations when a faculty member has "blow[n] it;" rather, if A&S wishes to recognize and reward faculty engagement with students, it needs to review and revise its own policies.

The assembly adjourned at 3:17 PM.

APPENDIX

SYLLABUS TEMPLATE LANGUAGE:

Sexual misconduct (sexual harassment, sexual assault, and sexual/dating/domestic violence) and sex discrimination are violations of University policies. Anyone experiencing sexual misconduct and/or sex discrimination has the right to obtain confidential support from the PEACC Program 852-2663, Counseling Center 852-6585 and Campus Health Services 852-6479. Reporting your incident to any other University employee (including, but not limited to, professors and instructors) is an official, non-confidential report to the University.

To file an official report, please contact the Dean of Student's Office 852-5787 and/or the University of Louisville Police Department 852-6111. For more information regarding your rights as a victim of sexual misconduct, visit the Office for Civil Rights (<http://www2.ed.gov/about/offices/list/ocr/docs/know-rights-201404-title-ix.pdf>) and for more information about resources and reporting at UofL, visit the Sexual Misconduct Resource Guide (<http://louisville.edu/hr/employeerelations/sexual-misconduct-brochure>).

RELEVANT LINKS:

Title IX and Clery Mandatory Reporting Guidelines <http://louisville.edu/hr/itemsofinterest/title-ix-and-clery-act-mandatory-reporting-guidelines-1>

Sexual Misconduct Brochure <http://louisville.edu/hr/employeerelations/sexual-misconduct-brochure>

Anonymous Reporting Form

https://publicdocs.maxient.com/reportingform.php?UnivofLouisville&layout_id=3