The meeting of the Faculty Senate was called to order at 3:00 p.m. by the Senate Chair, Dr. Keith Stine. Dr. Stine asked for approval of the minutes from the meeting on Sept. 9, 2014. The minutes were approved as written.

**Report of the Chairperson (Dr. Keith Stine):**
Chair Stine reported information about the following topics:

- UM System President Tim Wolfe will attend the next University Assembly meeting on November 11, 2014. Dr. Stine encouraged all of the senators to attend and participate in the discussions.

- Dr. Stine announced that he participated in the annual Campus Safe Walk on October 6. He explained that the Safe Walk was organized by the Student Government Association (SGA). The event consisted of students, staff, faculty, and administrators who were organized into teams led by a campus police officer. The teams walked throughout the campus in the evening to point out any safety concerns or unsafe areas. Each of the teams reported their findings to the SGA. The President of SGA will compile a report and present it to administrators.

- Dr. Stine reported that David Steelman has been recently appointed as a new curator on the Board of Curators. Mr. Steelman is a Rolla resident and will represent the 8th Congressional District on the Board. The Board of Curators is now fully staffed with nine curators.

- Dr. Stine also reported that Zora Mulligan has been named as the new UM System Chief of Staff and will begin Oct. 20, 2014.

- Dr. Stine reminded the faculty that the open enrollment period to select health benefit choices is October 20-31.

**Report of the Chancellor (Dr. Thomas George):**
Chancellor George reported on the following information:

- Fall enrollment is up. The total enrollment is 17,085 students. Freshmen enrollment is up by 6%. Campus-owned housing is overflowing.

- Governor Nixon has approved the performance funding for higher education. UM System will receive 5.2% which will be divided amongst the four campuses. UMSL is expected to receive approximately $2.4M ($1.4M for scholarships and two retention coordinators, and $900,000 for campus needs.) In addition, UMSL will receive funding for Title IX training and one position (campus coordinator for sexual assault/case manager).
Chancellor George reported that UMSL’s St. Louis Public Radio hosted a debate on campus today between the candidates for St. Louis County Executive. Dr. George noted that candidates Steve Stenger and Rick Stream are both UMSL alums.

Chancellor George explained that today he participated in a conference call with Governor Nixon. The Governor is proposing a $94M bond issue for UM System. If approved, $38M would be set aside for MIZZOU’s Lafferre Hall. The remaining funds would be divided between the campuses.

**Intercampus Faculty Council (IFC) Report (Dr. Keith Stine):**

Dr. Stine reported that the IFC met on September 25, 2014 and discussed the following topics:

- **Review of Ability to Work Document:**
  Dr. Stine explained that the IFC representatives have been asked to share this document with their Faculty Senates and report back with comments and suggestions at the Nov. 13 IFC meeting. Dr. Stine stated that the Ability to Work document addresses the issue of a faculty member who may be judged as unable to perform the essential functions of his or her position, despite reasonable accommodations. Dr. Stine stated that the Ability to Work document was distributed to the Senate last week and feedback was requested. In addition, Dr. Stine asked the Issues of Tenure Removal Committee to review the document and collect feedback.

  The senators discussed their concerns and questions regarding the Ability to Work document. Dr. Stine encouraged them to submit their comments and feedback to the Chair of the Issues of Tenure Removal Committee, Dr. Kevin Fernlund. Dr. Stine and the other IFC representatives will bring UMSL’s concerns forward at the November IFC meeting.

- **IFC Subcommittee on Title IX:**
  Dr. Stine explained that the IFC has formed a subcommittee to work with UM System and the consultant on revising policies related to the faculty aspect of Title IX to reflect best practices. He reported that it is not an issue of being non-compliant. Dr. Stine will serve on the subcommittee as well as members from each of the other campuses. He stated that one of the first steps will be to learn as much as possible about the current collected rules. Dr. Stine will confer with IFC colleagues and there will eventually be feedback sought from the Senate.

- **IFC Discussion of Recent Executive Orders Concerning Title IX:**
  Dr. Stine explained that the IFC has spent a lot of time discussing Title IX, including the Executive Orders that were ratified at the most recent Board of Curator’s meeting, as they relate to cases where a student or student organization is the subject of an accusation. Dr. Stine stated that he invited Ms. Deborah Burris, Director of Office of Equal Opportunity and Dr. D’Andre Braddix, Assistant Dean of Students, to provide a short briefing about Title IX and how we would be affected by these changes.
Title IX Update:
Ms. Burris provided an overview perspective of Title IX. She reminded the attendees that Title IX has been the law since 1972. However, recently there has been more focus on sexual assault on college campuses. Ms. Burris explained that the Office of Civil Rights requires that educational institutions have a Title IX coordinator and deputy coordinators. Ms. Burris is the UMSL Title IX coordinator. UMSL also has the following five deputy coordinators: D’Andre Braddix (Student Affairs), Dana Betee Daniels (OEO), Lori Flanagan (Athletics), Tanisha Stevens (Academic Affairs), and Marisa Smith (Campus Police).

Dr. D’Andre Braddix presented the following power point presentation that explained the details about the changes to Title IX.

Title IX:

- A federal law that prohibits discrimination on the basis of sex/gender.
  - “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.”

- While Title IX has been applicable to all areas of education since its inception in 1972, it has been most associated with intercollegiate athletics.

- Title IX is administered by the Department of Education, Office of Civil Rights (OCR)

- The interpretation of the law has been expanded overtime to cover all forms of sex discrimination including, but not limited to:
  - Pregnancy
  - Sexual Assault/Harassment
  - Stalking
  - Intimate Partner Violence

- College and universities are facing increased scrutiny by federal agencies in regards to Title IX matters.

CRR 200.010 Changes -Student Standard of Conduct:

- Expanded Title IX protections by adding new sex-based offenses to the list of prohibited student conduct:
  - Sexual Misconduct
  - Sex Discrimination
  - Harassment
  - Bullying
  - Retaliation
  - False reporting (intentional)
  - Sexual Harassment
  - Stalking
  - Dating/Intimate Partner Violence
  - Sexual Exploitation
CRR 200.020 Changes - Rules of Procedures in Student Conduct Matters:

- This procedure is only to be used for non-Title IX based misconduct (e.g., academic dishonesty, disruptive behavior, theft).
- The Student Conduct Committee membership is still comprised of faculty, staff and students.
- All Title IX offenses (e.g., stalking, intimate partner violence) now fall under CRR 200.025 for adjudication.

CRR 200.025 - Equity Resolution Process:

- This procedure will be used to adjudicate Title IX offenses perpetrated by students or student organizations.
- Identifies remedies which may be provided to a complainant.
- Involved parties determine if they wish to proceed through an informal or formal process.
- The Equity Resolution Hearing Panel is only comprised of staff and administrators.

CRR 600.020 - Sex Discrimination, Sexual Harassment & Sexual Misconduct in Education/Employment Policy:

- CRR 330.060 (Sexual Harassment Policy) has been rescinded.
- Applies to Students, Employees, Volunteers and Visitors who have experienced sex discrimination.
- Any employee of the University who becomes aware of sex discrimination is a Mandated Reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer or visitor of the university.
- Exception: Employees with a legal obligation or privilege of confidentiality (including health care providers, counselors, lawyers, and their associated staff).
- Note: All Title IX offenses should immediately be reported to Deborah Burris, UMSL’s Title IX Coordinator.

CRR 320.010 - Equal Employment/Educational Opportunity Policy:

- CRR 330.080 (Positive Learning and Working Environment Policy) has been rescinded.
- Requires equal treatment and opportunity for all employees and students.
- Prohibits discrimination on the basis of the university’s protected categories (i.e., race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, disability, or status as a Vietnam era veteran.)
Ms. Burris reminded the Senate that faculty and staff members are all mandated reporters. She said that we are obligated to notify the Title IX coordinator with any possible Title IX offense. It was suggested that if a faculty or staff member wanted to use concurrent reporting by informing their dean or chair at the same time the Title IX coordinator is informed of a possible offense, that would be acceptable. Ms. Burris reported that everyone is responsible for taking the mandatory online sexual harassment training. There will also be an online Title IX training program in the near future.

Senators shared their concerns that students need to be informed that faculty are required to report any offense to the Title IX coordinator. RA’s and TA’s are required to report offenses too. It was suggested that a syllabus should include a statement about faculty being mandated reporters. Provost Cope explained that the Center for Teaching and Learning is working on a statement that can be used in a syllabus.

Dr. Stine thanked Ms. Burris and Dr. Braddix for their informative presentation.

**Curriculum and Instruction Committee Report (Mr. Michael Allison):**
Mr. Allison briefed the senate on the collected rules and regulations for establishing the academic calendar. The academic calendar for 2016-2017 was presented for approval. All were in favor of the 2016-2017 calendar.

Mr. Allison presented the following program proposal:

- Africana Studies Certificate

The Senate approved the Africana Studies Certificate drop proposal.

There being no further business, the meeting adjourned at 3:50 p.m.

Respectfully submitted,

Matthew Keefer
Senate/Assembly Secretary

(Minutes written by Loyola Harvey, Faculty Senate/University Assembly Office)