Members Present: Jean Bevis, Myra Carmon, Pauline Clance, Marsha Clarkson, Carolyn Denard, John Diehl, Valerie Fennell, Julie Hotchkiss, Marian Meyers, Richard Miller, Linda Nelson, Charlotte Petrek, Diane Willen

Guests Present: Christine Gallant, John Marshall

Members Absent: Nancy Floyd, Bonnie Fritz, Gerald Gay, Marty Grace, Ronald Henry, Katherine Johnston, Greg Lewis, Charles Marvin, Ramona Matthews, Dave Pavesic, Ted Poister, Jim Senn, Cherien Thackenkary, Lyn Thaxton, Roger Weed, Carol Winkler

Diane Willen, chair, called the meeting was called to order at 12:05p.m.

Approval of Minutes
Willen reported that she sent a letter to the Executive Committee about the Faculty Affairs Committee’s position regarding the Ad Hoc Task Force Report on the Advancement for Women. However, she did not include a request for the Provost to report annually to a Senate Committee on the progress of the Report as outlined in the October 19 minutes. This request can be made when a joint subcommittee is created to design an action plan. Minutes for the October 19, 2000 meeting were unanimously approved.

Policy on Amorous Relationships
Marian Meyers stated that the major difference between the original and revised Policy on Amorous Relationships is that faculty members are now forbidden to have sexual relationships with students under their direct supervision. The previous policy strongly discouraged this but did not forbid it.

Jean Bevis and Richard Miller raised questions about enforcing the policy on couples already involved in such relationships (i.e., couples who enter the University as professor and graduate student). It was decided that such exceptions should be dealt with individually and should not discourage the enforcement of the policy. A faculty member who finds him- or herself in such a relationship ought to remove him- or herself from the supervisory role.

The first paragraph under section one (the paragraph that begins with the line, “A faculty member always will be treated as having a power and status advantage over students when…”) was stricken. The phrase “that they are being disadvantaged” from the last paragraph of the introduction was changed to, “that they are being placed at a disadvantage.” In the last sentence of the same paragraph, the word “perception” was changed to “disadvantage,” and the phrase “to a lawsuit and, potentially, to damages,” was changed to “to liability.”

The Policy was passed unanimously as amended.

Policy on Recruitment and Retention of Diverse Faculty
Christine Gallant reviewed the history of the Policy on Recruitment and Retention of Diverse Faculty and distributed the third draft of the Policy. A joint subcommittee will consider the policy and recommend an action plan. Representatives from the Research Committee, Budget, Planning & Development, and Faculty Affairs will sit on this subcommittee. Willen suggested another department chair be added to the subcommittee.

Carolyn Denard questioned the meaning of the term “diverse faculty.” Gallant explained that this term has been changed several times in order to both comply with the law and be as inclusive as possible. Meyers suggested that the term “diverse faculty” be define at the beginning of the document for clarity. Linda Nelson recommended the phrase “under-utilized minorities as outlined by Federal guidelines to include […]”

Willen suggested the removal of paragraph two and the incorporation of the third sentence of that paragraph into the following paragraph. Julie Hotchkiss recommended inserting the word “may” into the first sentence of the third paragraph so that it reads, “Diverse faculty may attract greater numbers[…]”

There were no arguments against the goals of the Policy. Willen suggested that other recommendations be sent via email to Gallant.

Agenda Items for November 30 Meeting
A handout of the Guidelines for Graduate Student-Faculty Advisor Relationships was distributed for review for the next meeting.

The Committee has been asked to participate on the Subcommittee for E-core Courses. Willen will to obtain more information on this Subcommittee.

Katherine Johnston and Marsha Clarkson will be serving on the Subcommittee for the Advancement of Women;
Richard Miller said he would join this Subcommittee.

Dr. Willen adjourned the meeting at approximately 1:40 p.m.