

# university of minnesota memo

To Penny Krosch

From Martha Kvanbeck

- For your information
- For your approval
- Per your request
- For your attention
- Note and file
- Note and return
- Note and forward
- Please advise
- Please reply
- Send copy
- Please see me

The attached items were distributed as part of the Senate & Assembly agendas at the meeting held on May 14.

Date \_\_\_\_\_

University of Minnesota  
BA Form 507

S92046

ITEM OF NEW BUSINESS:

CONSULTATIVE COMMITTEE

FREEDOM OF SPEECH

Action (10 minutes)

MOTION:

That the University Senate approve the following two resolutions:

WHEREAS the University Senate recognizes the need to protect the right of free speech;

WHEREAS the University Senate recognizes that individuals have the right to express alternative points of view;

WHEREAS the University Senate believes in the promotion of full, public discussion of issues;

AND WHEREAS the University Senate is a representative body of the University of Minnesota community;

THEREFORE, BE IT RESOLVED that the University Senate condemns actions that prevent persons invited to speak at the University of Minnesota from expressing their views, and actions that disrupt their presentations.

(MOTION ONE)

BE IT FURTHER RESOLVED THAT THE UNIVERSITY SENATE endorses the development of an ongoing all-University open forum that permits expression of multiple viewpoints on issues, and that the Senate Committee on Social Concerns should develop and report back to the Senate on possible methods of implementation no later than winter quarter, 1988.

(MOTION TWO)

ELLEN BERSCHIED  
Chair

May 15, 1987

FINAL INTERIM REPORT TO THE FACULTY SENATE

from the

Faculty Development Committee

Review of the Report:

We expect to deliver our report on June 1st to the Faculty Consultative Committee and the President. We assume that the report will then be reviewed, and its recommendations considered, by several Senate committees and by administrative planning, budgeting and coordinating groups. We hope that committees responsible for faculty planning in colleges will also review the report. The draft version of our report, available about May 22nd, will be sent to the FCC, the Faculty Affairs Committee, and the Senate Finance Committee, as well as to the President. This will provide brief opportunity for these recipients to comment about any major concerns before the final copy of the report is submitted.

Faculty Salary Plan:

We hope that a recommendation on a new faculty salary plan will be brought to the Faculty Senate next fall. The recommendation that we will forward in our report will be based on goals set in relation to salaries in a group of 29 other universities (including both public and private institutions). We will provide an analysis of salary trends in recent years to substantiate our conclusion that Big Ten salaries are lagging behind those of comparable universities in other regions of the country. We will further argue that our competition for resources (faculty, students, research funds) is national rather than regional; hence, our goals must be based on national, rather than simply regional, considerations.

We will also report that a more detailed examination of our progress toward goals set by the Senate's current faculty salary plan suggests that we are lagging behind the "catch-up" pace we had set for ourselves.

Faculty Leaves:

We have not yet reached final agreement about recommendations in this area. We hope to do so tomorrow, but your comments about leave policy received before May 20th would be useful.

Support of the Faculty's Work:

We will recommend: (a partial list follows)

- (1) automation of the purchasing and accounting systems and urge that this automation be coordinated with that in the Office of Research and Technology Transfer Administration (ORTTA). This will greatly aid in the management of grants obtained by the faculty;
- (2) steps be taken immediately to reverse the decline in the quality of the University Libraries;
- (3) development of a periodic workshop for department heads/chairs, so that they can benefit from the experience of those who have learned/developed effective techniques for supporting the work of the faculty through such measures as wise management of civil service policies, improved resource management, improved career development counseling, etc.;
- (4) development of a handbook for department heads/chairs, providing a reference source for administrative policies and practices;
- (5) identification of desired faculty/staff ratios for academic units, incorporation of planning goals to achieve these ratios, and review of ratios when new personnel are to be hired;

University Senate, May 14, 1987

PROPOSED AMENDMENT TO ITEM VI. Minority Programs

Amend motion from SCEP on the Minority Programs, Commitment to Focus.

Change the first sentence from:

"That the University Senate endorse the establishment of programs to expand and coordinate recruitment and retention of minority students and faculty..."

To:

That the University Senate endorse the establishment and maintenance of programs to expand and coordinate recruitment and retention of minority students and faculty..."

note, the addition is underlined.

Submitted by,

Tim Pratt

Student Body President, Twin Cities Campus



To: Members of the University Senate  
From: Women's Task Force, MPIRG

Re: The Sexual Harassment Survey

The pamphlet titled "Sexual Harassment" published by the U of M states: "Sexual harassment in any situation is reprehensible. It subverts the mission of the University, and threatens the careers of students, faculty, and staff,... Sexual harassment will not be tolerated in this University."

A sexual harassment survey was sponsored by vote of the University Senate in 1984, but remains unfunded to date. The cost estimate in 1984 was \$38,000. Recent cost estimates from the Minnesota Center for Survey Research are as follows:

Survey Description	Sample Size	Estimated Cost
U of M, Twin Cities	2,413	\$15,467
U of M, Twin Cities	4,500	\$22,498
*U of M, 5 campuses	6,321	\$34,965
U of M, 5 Campuses plus State U system, 7 campuses	12,900	\$67,796

(\* Survey option considered minimum by Women's Task Force.)

The proposed survey would not simply document what is widely known. (Incidence and attitudes.) The survey would provide information regarding:

- \* Needs Assessment - What is still needed and by whom. (Helps avoid duplication of services.)
- \* Awareness of existing programs, policies and services.
- \* Program evaluation - who uses and who does not use services. (Information necessary to developing informal procedures.)
- \* Input - Allows students, staff and faculty input into future policy decisions.

MPIRG believes that a sexual harassment study of the UM system will provide the basis for design and development of a comprehensive approach to future policy development and provision of services. The Women's Task Force urges your support in assuring that such a study is conducted at a cost of approximately \$35,000.

Any questions regarding this proposal should be directed to the MPIRG Local Board office at 625-0431.

**MPIRG** women's task force

FACULTY SENATE MEETING, May 14, 1987

COMMENTS FOR ITEM III. FACULTY AFFAIRS COMMITTEE (on Faculty Senate agenda)

### A. FACULTY BENEFITS

#### COMMENTS:

#### Proposed University Health Care and Dependent Care Reimbursement Account Plans

Dependent Care and Health Care are plans using pre-tax dollars to help you pay for health care and dependent care expenses. There are no direct employer contributions to this program. You fund your Accounts with pre-tax dollars from your own salary much like the optional tax deferred annuity (Mills II), the primary difference being that no contributions are made to the Social Security system on your reduction by either the employer or employee. If you have earnings that exceed the current Social Security maximum of \$43,800, and your reduction does not reduce your taxable earnings below the maximum, it would not affect you.

#### HOW THEY WORK

At the beginning of each plan year, you would make a determination of how much you wish to deposit in each account for the following year. The maximum is \$5000 for Dependent Care by statute, and the maximum for medical reimbursement will be determined. A reasonable minimum will also be established.

The money is deducted from your check each pay period in equal amounts.

When you pay expenses that qualify under the plan, you simply submit a claim form, and you will be reimbursed in tax-free dollars from your account.

#### SOME ELIGIBLE HEALTH EXPENSES

Examples of eligible health expenses are:

Premiums for medical and dental insurance, including amounts paid under the health plan at the University of Minnesota.

Deductibles and co-payments under any medical and dental insurance.

Eye exams, eye glasses, contact lenses.

Hearing exams and hearing aids

Out-patient mental health.

Any other health expenses that would be deductible under the Internal Revenue Code.

*Over-*

Note: If you use the Health Care Reimbursement Account Plan for these expenses, you cannot take a tax deduction for the same expenses.

#### ELIGIBLE DEPENDENT CARE EXPENSES

You can use the Dependent Care Reimbursement Account Plan to reimburse child or dependent care expenses that are necessary for you or you and your spouse to work outside the home. The maximum deposit each year is \$5000.

These expenses include the cost of a day care center, a baby sitter, or a nurse in your home.

An eligible dependent for this plan is a dependent under age 15, or a dependent or spouse of any age who is physically or mentally incapable of self-care.

The amount reimbursed must not be greater than your income or your spouse's, whichever is lower.

Note: If you choose to be reimbursed for dependent care expenses under this plan, you cannot take advantage of the federal dependent care tax credit for the same expenses. It would be true for the state that also has a small credit.

You cannot pay one dependent to care for another dependent.

#### MONEY LEFT IN THE ACCOUNTS AT THE END OF THE YEAR

If you have money left in either your Health Care or Dependent Care account at the end of the year, IRS rules require that you lose your unused balance. Unused balances from all participants will be combined and redistributed to plan participants in a manner that complies with IRS regulations.

GEOFFREY MARUYAMA  
Chair, Faculty Affairs Comr



May 14, 1987

Twin Cities Campus Assembly addendum to Item VIII, Annual Report of the Intercollegiate Athletics Committee

#### ADDENDUM TO ACIA ANNUAL REPORT

ACIA has received quarterly reports from the Academic Counseling Office on the academic progress of student-athletes. The overall GPA has increased this year for both men and women. The cumulative GPA at the end of Winter Quarter for the Men's Department in 1986 was 2.59 and was 2.65 in 1987. The cumulative GPA at the end of Winter Quarter for the Women's Department in 1986 was 2.68 and was 2.72 in 1987. The Men's Tennis team had a 3.27 GPA for Winter, 1987. While the overall GPA has increased, ACIA has concern about the academic performance of several teams during Winter Quarter. Corrective strategies are being discussed. The quarterly academic reports compiled by Elayne Donahue, Assistant Athletic Director for Academic Counseling, have been invaluable to the committee in assessing the academic progress of student-athletes.

April 28, 1987

ANNUAL REPORT

ASSEMBLY COMMITTEE ON INTERNATIONAL STUDENTS

The Committee has met four times to conduct the following business:

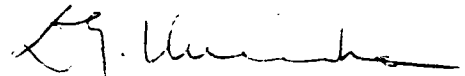
The Committee was asked by Assistant Vice-President for International Education, Dr. Robert B. Kvavik, to establish priorities for the recommendations of the last year chairman, Dr. Duvall. The Committee decided that the financial aid issue is of the first priority and recommended the requirement of health insurance for international students to be also of high priority.

The problems raised by the new tax laws were discussed in length and the University Attorney's office was contacted in this matter. It has been recommended that the Office of International Education prepare a handout for international students to be distributed when they apply for work permission, informing them that a portion of their earnings will be withheld for taxes.

Further, letter has been sent from the Committee to Assistant Vice-President Kvavik, stressing the possibility of a serious impact of the new tax law on international students and recommending that Dr. Kvavik's office investigate the possibility of eliminating the state tax contribution for international students with graduate assistantship.

In February's meeting of International Units the Dr. Mestenhauser raised the broad question of criteria for recruiting and admitting international students:

What kind of international students do we want, and why? What should be the ideal composition of foreign students, and why? What is an ideal "cultural mix"? The Committee has discussed with intensity this conceptual and philosophical problem in the last two meetings and outlined tentative set of criteria. Subcommittee headed by Dr. Andrew Hein has been established to define the criteria and priorities in recruiting and admitting international students. It is expected that final formulation of the recommendation will be constructed on the May meeting of the Committee.



Jaroslav Cervenka, Chairman

Assembly Committee on

International Students

JC/kd

Annual Report of the Senate Committee on Educational Development,  
1986-87

This year's committee has met several times to discuss policy concerning educational development. We looked at several development-related proposals that have emerged from some of the recent University task forces, but as in the past we have found the question of the Committee's role in educational development pressing. Until it is resolved, we feel that we cannot be effective participants in educational development at the University. Our main recommendations for the year thus concern a possible re-organization of the committee structure.

At a December meeting, we reviewed the various changes the committee has gone through during the past two years. Most important, of course, is the decision that the Committee would no longer serve as the grant-reviewing body for EDP and Small Grants Programs. As a result of previous changes, it was left to the Committee to deliberate on educational development policy matters, but what remained unclear was what kind of a role in development policy the Committee might play given the diffuse and multiple development-related activities we knew were going on all around us. We discussed in particular the survey on departmental-level development funding and the TA training proposal that had been written in the previous year as a result of work done by the OEDP to follow up on suggestions that had emerged from previous Committee discussions. The status of both projects remained unclear, as did their prospects, in light of discussions taking place in other quarters. We decided that we needed to be informed about the work of the Implementation Task Force, whose recommendations would have implications for educational development, before we proceeded with our own discussions.

In February, we met with John Wallace to determine the probable direction of the Implementation Task Force's recommendations and their implications for the work of our committee regarding educational development policy. At the meeting it became clear that many of the Programs administered by the OEDP were under consideration by the Task Force, and that some questions were being raised about the degree of centralization of development funding, the use of development funds for relatively small projects, and the like. We arrived at no resolution of our questions regarding policy-making, but it seemed clear that the Committee would be unwise to devote time to substantive discussion of proposals that were simultaneously affected by the Task Force plans.

The question of policy-making with respect to educational development came to a head during our April 15 meeting to discuss the OEDP Planning Document prepared by Lesley Cafarelli and her staff. Discussion of that report brought again to the table the series of problems that has troubled this Committee now for several years: lack of co-ordination between the Senate Committee on Educational Development and the various ad hoc

groups around the University who have been deliberating on development questions; the unrealistic charge, now that we are no longer a grant-reviewing body, to make policy decisions affecting educational development while long-term planning about development activities was going on elsewhere. Also clear from the report was the extent to which the functions and scope of the Office of Educational Development Programs has expanded over the years, suggesting a need for a thorough re-examination of the relation between the Senate and the Office. From its initial charge to oversee EDP the Small Grants Programs that were once its major responsibility, the Office has taken on the administration of, for example, Morse-Amoco Teaching Awards, The Bush Sabbatical Program, and Honors Program development as well as greatly extending its programming in the areas of workshops and publications in aid of the pedagogic development of the faculty. Some of these programs were spinoffs from earlier EDP experiments and others was assigned to the Office by reason of their connection with educational development. The Senate Committee, meanwhile, has for the most part limited its connection to the EDP and Small grants review and policy.

Furthermore, there is a strong suggestion in early versions of the Task Force Report and the OEDP planning document itself that new programs relating to educational development will be forthcoming: a program of research on undergraduate learning, a program of evaluation of teaching and consultation services for faculty members wishing help with teaching are a few of the more obvious possible outcomes of existing concerns with the quality of education at the University. There is a strong rationale for the inclusion of some aspects of these programs under the auspices of the one central office concerned with educational development, but we feel that such a direction would make more imperative a re-orientation of the relationship between OEDP, the central administration and the Senate Committee on Educational Development.

There was a strong agreement among the Committee members present at the April 15 meeting that we should move toward a new style of Senate involvement in the various educational development activities. We suggest the replacement of the existing Committee with a Senate-appointed Advisory Board to involve itself in policy regarding all of the programs of the OEDP, which office in turn could administer the various existing and proposed educational development activities, as far as such centralized administration is deemed beneficial. Where appropriate, development funds of a routine sort can be administered in a decentralized fashion by colleges, perhaps eventually by departments as well, with the central office maintaining only review of expenditures to assure that they are in fact being spent on educational development. The OEDP would then be freed to devote its energies to those programs best handled centrally.

The Advisory Board would be a broad policy-making group whose functions would be to discuss new programs, help to determine the

directions of existing programs, relative levels of funding for various development activities, and the like, in consultation with both the staff of the OEDP and the Vice President for Academic Affairs. Specific tasks concerning ongoing programs (such as Small Grants review, determination of topics for workshops etc.) could be handled by ad hoc subcommittees who would report back to the main Advisory Board. We feel that such a structure would alleviate many of the ambiguities and duplications of effort that now exist. We feel that educational development will be more crucial than ever in the coming years as we as an institution renew our commitment to quality teaching. But until the functions of the Committee are redefined, as well as its relationship to both the OEDP and the Vice President for Academic Affairs, routine faculty and student participation in educational development planning will be difficult. We will discuss a proposal to change of the Senate charge to our Committee at our last meeting of Spring quarter.

As a final note, it should be pointed out that some ambiguity also exists around the division of responsibilities between the Senate Committee on Educational Development and The Senate Committee on Educational Policy. If we are looking for places to clarify and streamline the Senate structure as well, we might consider the overlaps between those two committees.

*Mary Jo Maynes*

Mary Jo Maynes  
Chair, EDP Committee



## JUDICIAL COMMITTEE ANNUAL REPORT 1986-87

CASELOAD

The Senate Judicial Committee began the 1986-87 academic year with seven active cases. Six of these cases had been initiated in the prior academic year; the seventh was accepted during the summer. Of the six cases held over, five were tenure denial cases, and one was a complaint about conditions of employment (removal from a teaching/supervising assignment). The case accepted during the summer involved a faculty member's claim that he was coerced into resigning his position. Of the seven cases, one was from the College of Liberal Arts, four were from Health Sciences, one was from the College of Education, and one was from the Institute of Technology. During the course of the academic year, three new cases were accepted. The first case involved a faculty member's claim that his appeal of improper salary increases for the years 1979-80 and 1980-81 had been handled improperly and in an untimely fashion. The second case involved a faculty member's claim that his review for tenure involved a number of violations of the Tenure Code. The third case involved a faculty member's claim that he was forced to resign an administrative position and was deprived of income. One of these cases was from the College of Liberal Arts, one was from the Crookston Campus, and one was from Health Sciences. With respect to resolution of these ten cases, one case was withdrawn the day before the pre-hearing conference was to be held, two cases were settled by mediation, and two cases were mediated, with the settlements awaiting final signatures in one case and final review and action by the Vice President for Academic Affairs in the other case. In one

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case, a full hearing was conducted, with the Final Findings and Recommendations out for review and comment by the parties at this writing, while in another case, the hearing is in progress at this writing. Of these three new cases, the preliminary conference has been held in one case, while the other two cases are in the period of discovery.

#### RULE REVISIONS

Adoption of the new Tenure Regulations in 1985 made the Judicial Committee's Rules of Procedure partially obsolete. Early in the current academic year, the Committee reviewed a draft of a revised set of Rules which were designed to bring the Committee's Rules into conformity with the new Tenure Regulations, to clarify them, and to make certain improvements. The Committee approved these revised Rules and sent them on to the Tenure Committee for review and approval. That approval was granted on April 16, 1987.

#### STUDY OF IMPACT OF JUDICIAL CASES ON COMPLAINANTS AND RESPONDENTS

One of the tasks which the Senate Judicial Committee has actively pursued during this academic year has been the development of a study which will consider the impact of the judicial process on Complainants and Respondents. The Committee is interested in learning Complainants' and Respondents' opinions on the judicial process and their ideas about possible alternatives to Judicial hearings for resolving conflicts. A subcommittee developed a set of questionnaires which will be administered to Complainants who have brought a grievance before the Senate Judicial Committee (those who have won and those who have lost), to Respondents, as well as to certain administrators, some faculty members who have not brought a case before the Judicial Committee, and former members of the Senate Judicial Committee. It is hoped that this survey will be



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completed during the summer, with the data tabulated and a report prepared by the end of Fall Quarter, 1987.

ANNUAL MEETING WITH THE PRESIDENT

The annual meeting with the President was deferred until fall, when it will be possible to discuss with him the outcome of the Survey described above.

MEMBERSHIP AND MEETINGS OF THE SENATE JUDICIAL COMMITTEE

The Judicial Committee had, as of this writing, seven meetings during the 1986-87 academic year; two meetings remain. Panels of the Judicial Committee have also met a number of times to conduct proceedings in particular cases. In addition, the Chair of the Judicial Committee has been actively involved during the year in mediating three of the cases. Because of the number of cases before it, there may be need for several meetings during the summer.

The Judicial Committee is an all-faculty committee composed of tenured faculty members. Its members in 1986-87 were: Amos Deinard (Chair), F.R.P. Akehurst, Laird Barber, Carole Bland, Clara Bloomfield, Miriam Cohn, Hans Courant, Adele Donchenko, Timothy Dunnigan, Arnold Flikke, Donna Forbes, Janice Hogan, James Jordan, Norman Kerr, Candace Kruttschnitt, C. Robert Morris, Patrice Morrow, Roger Park, Stephen Prager, Kathryn Reyerson, Gordon Swanson, Paul Waibel, Andrew Whitman, and Frank Wood. The members who served as Hearing Officers in 1986-76 were: Arnold Flikke (Fischer v. Lukermann), F.R.P. Akehurst (Trollip v. Glenn), Carole Bland (Anderson v. Fahy), Gordon Swanson (Kepner v. Brown), Janice Hogan (Ureata v. Fahy), Laird Barber (Yellin v. Clayton), Arnold Flikke (Livinghouse v. Miller), C. Robert Morris (Tapp v. Lukermann), Roger Park (Sylvester v. Sargeant and Meyer) and Andrew Whitman (Harford v. Duvall et al.).

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As the 1986-87 Chair, I would like to take this opportunity to thank the members of the Committee for the tireless and diligent commitment they have made to furthering the judicial process and thereby serving the University community.

AMOS DEINARD, Chr  
Judicial Committee

**Sexual Harassment Board (SHB) Annual Report**

1986-87

The Sexual Harassment Board is composed of the following members:

Ellen Berscheid (F)  
Nora Hall (AP)  
Eric Klinger (F)  
Dorothy Loeffler (F)  
Gary McLean (F and Chair)  
Richard Purple (F; resigned mid-year)  
Marianne Syers-McNairy (S)  
Gina Vanderloop (S)  
Doris Wiehe (CS)  
Frank Wood (F; began mid-year)

Patricia Mullen, Director for Equal Opportunities and Affirmative Action, serves as Entry Level Officer and as resource to the SHB.

The role of the SHB is to: monitor and report to the University Senate on the Sexual Harassment Policy and Procedures passed in 1984, and revised in 1985; hear appeals of administrative decisions on complaints, if any; hear cases by referral from the Office of the Vice-President for Academic Affairs; and make suggestions for changes in policy or procedures, if needed.

Appended below is a listing (in neutered form) of the case histories filed and closed between 7/1/86 and 4/15/87. This list indicates that the Entry Level Officer has filed and closed seven formal complaints and seven informal complaints. Included for the first time is a report of the complaints filed and closed by other units--a total of 11 to date. This figure is likely to be understated as complaints may have been closed by other units and not reported to the Entry Level Officer. There are currently 12 open cases, and 20 inquiries were received that did not result in a complaint. It is difficult to know why there is such an apparent increase in complaints filed, though it is likely that increased societal awareness of the issue, supported by the campus-wide brochure, accompanied by a letter from President Keller, are all partial explanations. The SHB currently has a hearing panel for a complaint referred to it by Vice-President Benjamin.


The SHB has scheduled five meetings for this academic year. In addition to the activities outlined above, the Board spent its time reviewing three primary issues: the "Procedures of the SHB for Hearing Complaints and Appeals;" the relationship of the SHB to the Senate, particularly the Judicial Committee; and a campus-wide survey on sexual harassment.

One concern of the Board has been to insure that our hearing procedures are fair to both parties and that both parties will have fair and equal access to resources to present their positions. A second concern has been to

Annual Report  
1986-87  
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clarify our role relative to the Senate's Judicial Committee, to attempt to minimize apparent overlap of responsibilities. Finally, we are continuing to try to obtain funds for a campus-wide survey on sexual harassment, first called for when the Senate adopted the sexual harassment guidelines in 1984. None of these issues has yet reached resolution.

Respectfully submitted,



Gary N. McLean, Chair  
Sexual Harassment Board

SEXUAL HARASSMENT COMPLAINTS  
FILED AND CLOSED BETWEEN 7/1/86 AND 4/15/87  
IN ENTRY LEVEL OFFICE

FORMAL

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Date and Outcome</u>
Graduate Student	Tenured Faculty	6/18/86, Requests for sexual favors in exchange for financial & academic support and collusion by others to protect faculty member.	10/14/86, Complaint dismissed by E.L.O. after investigation. Respondent denies charges and no supporting evidence could be produced.* No appeal filed to S.H.B. by complainant.
Student Employee Undergrad	Student Employee Undergrad	7/17/86, Suggestive remarks & attempt to kiss student on elevator.	7/28/86, Uncontested letter of reprimand in student file.
Student	Tenured Faculty	7/23/86, Supervisory sessions contained sexual innuendos. Kissed her at last session.	4/8/87, Failed to get written agreement; recommended sanctions to Acad. V.P.
Social Worker	Same person as above	7/31/86, Sexual overtures and hugs during supervisory sessions.	4/8/87, Failed to get written agreement; recommended sanctions to Acad. V.P.
Undergrad Student	T.A.	8/19/86, Attempt to touch student in sexual manner.	11/13/86, Informal efforts failed. Respondent denies charges. Referred by VP to Sexual Harassment Board.
Temporary Faculty	Tenured Faculty	9/4/86, Inappropriate sexually explicit remarks relating to sexual problems experienced by complainant.	4/13/87, Respondent relinquished participation in research project.
Civil Service	Tenured Faculty	2/18/87, Two incidents (one verbal, one physical) contributed to demanding attitudes of supervisor.	3/30/87, Respondent denied charges; interviewed witnesses; dismissed for lack of evidence.

SEXUAL HARASSMENT COMPLAINTS  
FILED AND CLOSED BETWEEN 7/1/86 AND 4/15/87  
IN ENTRY LEVEL OFFICE

INFORMAL

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Date and Outcome</u>
Civil Service	P/A Supervisor	7/8/86, Remarks about appearance, innuendos about relationships in office.	7/31/86, Meeting with P/A supervisor & Dept. Head. Communicated perceptions & effect on employees.
Civil Service	Tenured Faculty	10/20/86, Requested personal favors, e.g., massage. Treated employee as personal secretary; comments on physical appearance.	11/4/86, Employee took another job. Experience reported to Dean by E.L.O.
Extension Student	Tenured Faculty	11/11/86, Faculty initiated social relationship, had inappropriate conversation, seemed to want sexual relationship. Did not pursue when student said no.	1/12/87, Refunded tuition. Warned faculty as requested by student.
Undergrad Student	Advisor	12/22/86, Expression of affection -mutual at time, later felt was not ok.	2/18/87, Discussed with advisor. Gave warning as requested by student.
Undergrad Student	Visiting Faculty	1/22/87, Approached at onset of class, as social companion. Student declined relationship. No pursuit after 1st week or so. Student did poorly on final.	2/11/87, Exam rescheduled to be graded by other faculty, dept. head's letter to faculty member warns about this and other sexist behavior.
Student	Assistant Professor	1/30/87, In classroom comments are sometimes inappropriate.	3/3/87, Complainant asked that instructor be informed of offensive behavior. Meeting held with instructor and dept. head.
Undergrad Student	T.A. Graduate	2/23/87, Touching and overly attentive attitude by T.A.	3/18/87, Changed her section and met with T.A. for purpose of explaining policy and warning.

SEXUAL HARASSMENT COMPLAINTS  
FILED AND CLOSED BETWEEN 7/1/86 AND 4/15/87

REPORTS OF COMPLAINTS  
FROM OTHER UNITS

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Handled by</u>	<u>Date and Outcome</u>
Civil Service Employee	Student Employee	7/14/86, Sexual advances toward co-workers.	Supervisor	7/14/86, Letter of reprimand. Warning appropriate future discipline termination.
Civil Service Employee	Student Employee	10/7/86, Sexual jokes, innuendo made threatening by isolated working conditions.	Supervisor	10/8/86, Transferred employee. Record of complaint in personnel student's file.
Undergrad Student	T.A. Grad	10/15/86, Wrote sexually explicit letters to student. Requested sexual favors.	Dept Head	10/17/86, Rescheduled student exam. Accepted resignation of T.A. Future employment will take incident into account.
Custodian	Custodian	11/10/86, Attempted sexual assault. (Also reported to police.)	Dept Head	12/1/86, Employee terminated.*
Patient	Hospital Employee	11/26/86, Inappropriate sexual remarks and touching.	Dept Head	1/29/87, Employee resigned.
Civil Service Employees & Graduate Student	Tenured Faculty	12/4/86, Various unwelcome efforts at dating/social relationships and pursuit after notice that they were unwelcome.	Dean & Dept Head	1/27/87, Removed administrative responsibility. Emeritus status to be determined before 6/87.
8 Students	T.A.	12/8/86, Inappropriate remarks and conduct while conducting class.	Dept Head	12/23/86, T.A. resigned. Supervisor in other dept. where T.A. works put on notice.
Undergrad Student	T.A.	2/13/87, Inappropriate physical contact.	Dept Head	2/16/87, Letter of apology. T.A. will not grade student. Warning in student file.

SEXUAL HARASSMENT COMPLAINTS  
FILED AND CLOSED BETWEEN 7/1/86 AND 4/15/87

REPORTS OF COMPLAINTS  
FROM OTHER UNITS

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Handled by</u>	<u>Date and Outcome</u>
Custodian	2 Custodians	2/10/87, Repeated unwanted requests for dates and very persistent pursuit on and off worksite.	Supervisor	2/12/87, Terminated one employee; other agreed to chemical dependency program.
Student Employee	Student Employee	2/15/87, Requested dates, when rejected made work atmosphere uncomfortable.	Unit EEO officer	2/26/87, Warning in file for 6 mo. period.
Student Undergrad	Recruiter	2/16/87, Took student to lunch; asked questions; implied ability to get job, then changed.	Dept Head	2/20/87, Complained to company. Sent copy of our brochure.