

**Provost's Advisory Council**  
**November 1, 2018 Meeting**  
**8:30-10am, Lynch Center, Fulton 515**

**In attendance:**

Laura O'Dwyer (Chair)	William Keane	John Rakestraw
Anthony Annunziato	Jonathan Laurence	Catherine Read
Sharon Beckman	Margaret Lombe	Patricia Riggan
Judith Clair	Allison Marshall	Ronnie Sadka
Melissa Dilillo	Omolayo Ojurongbe	Akua Sarr
Joseph Du Pont	Mariela Paez	Billy Soo
Can Erbil	Claudia Pouravelis	Thomas Stegman, S.J.
David Goodman	David Quigley	Sasha Tomic

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- 1. The summary of the October 4, 2018 meeting was approved.** It will be sent to the President's Office. All summaries are posted on the Provost's Office website; members are encouraged to share them with colleagues.
  - 2. Update to the revised faculty/staff-student consensual relationship policy: Provost David Quigley and Vice Provost Billy Soo**

David Quigley opened with a continued discussion of the faculty/staff-student consensual relationship policy that began at the October 4 meeting with Deputy General Counsel, Nora Field. Following the last meeting, additional review of peer schools' language was conducted and some changes and clarifications were made.

Billy Soo reviewed the modifications:

- Removal of the reference to graduate student assistants in the blanket prohibition of sexual or romantic relationships with undergraduate students. However, in the second paragraph, graduate students and undergraduate teaching assistants would continue to be prohibited in cases where the student or teaching assistant is teaching, coaching, supervising, or otherwise evaluating an undergraduate student.
- Addition of a footnote in the third paragraph to address spousal relationships, mostly aimed at employees or faculty spouses taking undergraduate classes at Woods College of Advancing Studies (WCAS).
- Addition of a prohibition of relationships with graduate students within the same academic program or department as the faculty member.

A council member noted that the footnote could be clarified as it appears to suggest that spousal relationships are prohibited rather than the supervisory relationship as intended.

Billy added a clarification that the spousal exception applies only to the prohibition on relationships with undergraduate students and with graduate students within a program or department.

David also noted that the footnote isn't mean to be exclusive to WCAS, but something that would apply across all eight schools and colleges.

A council member asked whether the prohibition includes undergraduates who enter into relationships with student employees at the rec plex, dining services, etc. Another council member asked about undergraduates who take jobs on campus and are technically BC employees.

David responded that we may need to include a clarifying footnote.

A council member asked about the case of undergraduate teaching assistants who don't have control over enrollment of the section(s) they are working with. Another council member asked if the order in which it happens makes a difference (i.e., a pre-existing relationship with a student in the section versus striking up a relationship with a student in the section during the semester).

Billy responded that in the case of an undergraduate being assigned to a section taught by a teaching assistant with whom they are in a relationship, the undergraduate student would have to transfer to a different section, or the teaching assistant would need to recuse from the section. Order doesn't matter in the case where a teaching assistant is directly teaching, evaluating, or supervising an undergraduate; a relationship is prohibited.

A council member asked if clarification was needed regarding the reporting protocol for this policy and the Discriminatory Harassment policy and Title IX. Another council member asked whether the policy should stipulate that reporting not be anonymous.

David answered that going to Human Resources and/or the Vice Provost for Faculties would be the appropriate course. The assumption is that these cases are not being reported as a violation of Title IX. What this policy is addressing are cases where the relationship is consensual.

A council member asked if they had considered a broad university policy with departments implementing specific policies at the local level.

### **3. Introduction: Joy Haywood Moore, Interim Vice President for Student Affairs**

Laura O'Dwyer introduced Joy Haywood Moore, Interim Vice President for Student Affairs. Joy most recently served as Associate Vice President of Alumni Relations, and began her new role in Student Affairs in August.

Joy provided some early observations from her time in Student Affairs. She has spent most of her time on the climate for students, with a particular focus on students of color. The students

are looking to the faculty and administration to create a better climate for them. They don't want to be distracted from their studies, and don't feel that it's their place to change the culture of the university.

She talked about three recommendations that came out of the student-led committee last year following the "die-in" demonstration, and progress towards those three recommendations.

- DiversityEdu – an online learning module that schools can use to increase awareness on issues of diversity. The module was mandatory for all first-year students this year, prior to the start of school. Upperclassmen were not allowed to register for classes until they had completed the module.
- A student satisfaction/climate survey – the survey was launched to all students on Monday, October 29. Responses are due by December 20, and analysis will be done in the spring. The timing of the opening of the survey was set to allow first-year students to have some significant time on campus before filling it out.
- Continued efforts to increase the diversity of faculty on campus

There was a 95% completion rate on the DiversityEdu module. Comments from students were varied, some feeling it did not go deep enough to have an impact, while others found it to be eye opening. Joy noted that this was just one tool of many that Student Affairs is looking to implement – it won't solve all of the issues, but it is one step forward. She added that the committee that initially reviewed the module before implementation will be reconvening to see if there are some changes that should be made prior to using it again next year.

Joy continued, discussing how to move the conversations around diversity and inclusion forward. Student Affairs will be holding a series of small group discussions with students and is exploring the possibility of retreat models to forge deeper conversations among students.

She touched on the sense of fear that Jewish students are feeling in the wake of the Pittsburgh shooting and the fear of being targeted simply because of their religion. They worry that this sort of violence could come to the BC campus as well. She talked about the message that she posted, in light of the recent violence around the country, to reassure students that BC is a united community and to provide resources for those who need help or support.

A council member talked about a discussion that came up during class regarding tolerance on the BC campus, and suggested that students may be afraid to speak up in uncomfortable situations in public. She wondered if there was any training available to students on how to address inappropriate comments. Another council member added that some students have a lack of understanding of the history of race in the United States.

Joy responded that there is a lot done on campus during welcome week and through residence halls around race, but that there is always room for improvement.

A council member asked if faculty and staff were required to take the DiversityEdu module. Another council member asked if graduate students were also required to complete the module.

Joy answered that the module is available for faculty and staff to view the video, but not to answer the questions as students were required to do. Graduate students are not currently included, but she is working with graduate student life on ways to include them more in the conversations.

David added that DiversityEdu was designed and implemented specifically for undergraduate student use, and there are other forms of training to raise awareness of inclusion for faculty and staff.

A council member mentioned that concerns had been raised by faculty members concerning disciplinary action taken against graduate students for disruptive behavior during parent's weekend.

Joy responded that the disciplinary action taken was not for handing out fliers, but because they did not register their demonstration. All student groups must register on-campus protests.

#### **4. Parking Updates: John Savino, Transportation Manager, Auxiliary Services and Pat Bando, Associate Vice President for Auxiliary Services**

Laura introduced John Savino, Transportation Manager, and Pat Bando, Associate Vice President for Auxiliary Services.

John began by discussing the current state of parking on campus. Since FY16, there has been a decrease of 305 parking spots available. This is mostly due to construction and improvements for ADA requirements, and the loss of spaces has most impacted middle and lower campus. Satellite campus parking is available in the Reservoir Apartments garage and at the 300 Hammond Pond Parkway site.

John continued, discussing some of the additional challenges to parking on campus which include the extensive ongoing and upcoming construction projects. During summer 2018, 75 construction projects took place. Next summer, work will begin on the Schiller building as well as Phase 2 of the baseball stadium. Capital Projects estimates that approximately 150 projects take place on campus each year.

To address some of the strains on campus parking, contractor parking has been placed on hold, so they are no longer able to purchase daily permits and take up spaces. Regular reviews of parking use are conducted, and lots or spaces are reallocated as appropriate. Additionally, LAZ Parking has been contracted during peak demand times to help monitor garage usage and respond to issues.

John talked about the cost of parking at BC versus other local schools, noting that the cost of parking at BC is well below the average at peer schools. Pat added that the funds from parking permits and tickets goes directly into the infrastructure and maintenance of parking facilities on campus. She echoed John regarding BC's prices, noting they are conservative and quite low compared to most others in the area.

A council members asked about the ticketing process and the lack of parking availability during the heaviest need times of the day.

John responded that LAZ parking is on campus during those times to help accommodate everyone. Pat added that faculty and staff are encouraged to “buy up” to reserved permits if they are eligible in order to have more parking options if they are consistently coming to campus during high demand times.

#### **5. Provost’s Report: David Quigley, Provost and Dean of Faculties**

David announced that in the spring, the University will conduct another administration of the faculty/staff experience survey.