

**Minutes of the Faculty Assembly
Regular Meeting
23 October 2001**

Name	Department	Present	Absent
Robert Archibald	Economics	X	
Jonathan Aries	Modern Languages	X	
David Armstrong	Physics	X	
Lan Cao	Law	X	
David Dessler	Government	X	
Bob Diaz	Marine Science		X
Dorothy Finnegan	Education	X	
Alan Fuchs	Philosophy	X	
Keith Griffioen	Physics	X	
Colleen Kennedy	English	X	
Katherine Kulick	Modern Languages	X	
John Lee	Law	X	
Bill O'Connell	Business	X	
John Olney	Marine Science	X	
Roger Reis	Education	X	
Margaret Saha	Biology	X	
Laurie Sanderson	Biology	X	
Bill Stewart	Business	X	
Larry Ventis	Psychology	X	
Alan Ward	Government	X	

Alternates in attendance were: Will Hausman, Bill Hawthorne and Walker Smith (voting for Bob Diaz).

The meeting was called to order by Colleen Kennedy at 3:35 PM. The minutes of the meeting of 25 September 2001 were approved after correcting the following phrase “the Provost has made a change...” to read “the Provost limited the number of years of eligibility for medical coverage of the retired faculty member's spouse some years ago.” Bill Stewart reported that the Academic Affairs

Committee had been briefed on a developing College policy concerning privacy and the use of the internet. Once completed, the draft policy will be provided to the Faculty Assembly for review.

On behalf of the Executive Committee, Colleen Kennedy opened the discussion on a motion to approve the September revision of the College policy on consensual amorous relationships (see attached). Colleen explained that the motion required approval by two thirds (14 of 20 members) of the Faculty Assembly membership and that, if passed, the September revised policy would supplant the previously approved April policy. Discussion ensued and included formal presentations by several faculty who are not members of the Assembly. The question was called and the motion was approved by a vote of 15 yea and four nay (one member departed the meeting prior to the vote). Colleen reported that the policy would be presented at the November meeting of the Board of Visitors for approval.

Discussion continued on the question of the development of a companion policy for students (graduate and undergraduate) who have instructional roles. Colleen charged the Academic Affairs Committee to recommend a process to develop this policy that included representation by the College Committee on Graduate Studies, the schools and the administration. In a related charge, Colleen instructed the Academic Affairs Committee to develop a plan for education of the faculty and the students about the new policy.

Colleen said that she would distribute a written summary of the summer retreat of the Faculty Assembly at some future time. Colleen reported that the Executive Committee had approved the membership of a search committee for the Director of Admissions. Colleen also reported that the Liason Committee had recently distributed the minutes of a meeting of the Executive Committee of the Board of Visitors on 3 October.

The Provost informed the members that the Executive Committee of the Board of Visitors had met to approve appointments of new faculty members. She also acknowledged member Margaret Saha for her recent accomplishments in research.

The meeting was adjourned at 4:45.

Respectfully submitted,

John E. Olney, Secretary

Policy on Consensual Amorous Relations

(approved by the Faculty Assembly on 23 October 2001)

Introductory remarks

The College's educational mission is promoted by professionalism in faculty-student relationships. Faculty-student romantic and/or sexual relationships, even mutually consenting ones, are a basic violation of professional ethics when the faculty member has any professional responsibility for the student's academic performance or professional future.

Faculty members' unbiased evaluation of students is an integral part of the College's mission. An amorous relationship between a faculty member and a student, even if consensual, creates the potential for favoritism (or the appearance thereof), thereby undermining the actual or perceived fairness of the evaluative process. Even when the faculty member has no current direct professional responsibility for a student, consensual amorous relationships may limit the educational opportunities or options for the student's future academic, co-curricular, and extra-curricular activities.

Accordingly, the College prohibits consensual romantic and/or sexual relationships between faculty members and undergraduate students, as well as between faculty members and those graduate students for whom the faculty member has direct professional responsibility.

The College's policy derives from the following principles that, in part, define the ethical and professional relationship of faculty members to their students.

- i- Faculty members must support the unfettered pursuit of learning in their students.**
- ii- Faculty members must adhere to their proper professional roles as instructors and counselors.**
- iii- Faculty members must ensure that their evaluations of students fairly reflect each student's true merit.**
- iv- Faculty members must be aware that even when they have no direct professional responsibility for students, consensual amorous relationships may still be asymmetrical and/or disruptive to the community.**

D. Consensual Amorous Relations

1. Policy and Procedures Affecting Consensual Amorous Relationships.

a. Policy

The College prohibits consensual romantic and/or sexual relationships (hereinafter referred to as "amorous" relationship) between faculty members and undergraduate students, as well as between faculty members and those graduate students for whom the faculty member has direct professional responsibility.

For the purposes of this policy, "faculty" shall include all full- or part-time college personnel who teach or carry out research and administrators with faculty status. The term "direct professional responsibility" refers to many faculty roles, both within and outside of the classroom, including, but not limited to: teaching, academic advising, coaching (athletics, drama, etc.), service on evaluation committees (awards, prizes, etc.), graduate or undergraduate thesis committee, etc. In effect, "direct professional responsibility for students" includes the supervision of all college-sponsored academic, co-curricular, and extra-curricular activities.

b. Exemptions

Following the principles outlined above, the Deans of the Schools and of Arts and Sciences may grant exemptions from this policy in exceptional circumstances.

c. Complaints

Members of the university community who believe that violations of this policy have occurred may initiate a complaint with the appropriate department chair or academic dean. A complaint alleging that a dean or other academic administrator has violated this policy may be filed with the Provost or President. Complaints must be filed no more than two years after an alleged violation.

d. Sanctions and Procedures

Violations of this policy will be considered misconduct on the part of a faculty member and will be subject to institutional sanctions, including possible termination of the faculty member's appointment. Treatment of allegations and imposition of sanctions will be governed by procedures specified in sections III (B)(13) and III (B)(8) of the *Faculty Handbook*.

Nothing in this policy shall be deemed as supplanting or otherwise affecting the College's sexual harassment policy. Unsolicited and unwelcome advances of a sexual nature may violate the College's sexual harassment policy. (See section III (C) of the *Faculty Handbook*)