
SECRETARY OF GENERAL FACULTY REPORT

- Attended Texas Council of Faculty Senates Oct. 28-29
 - AAUP Report: The History, Uses and Abuses of Title IX
 - Roundup Reports - How UTSA looks in comparison to our peers
 - Documentary viewing: Starving the Beast
 - Plan: TCFS sponsoring representatives to attend the THECB training week
 - University Assembly, Nov. 8
 - AIS Content Subcommittee: surveyed students, discussing structure of the course
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AAUP ON TITLE IX

- Identified threats to academic freedom
 - The failure to make meaningful distinctions between conduct and speech or otherwise to distinguish between “hostile-environment” sexual harassment and sexual assault.
 - The use of overly broad definitions of hostile environment to take punitive employment measures against faculty members for protected speech in teaching, research, and extramural contexts.
 - The tendency to treat academic discussion of sex and sexuality as contributing to a hostile environment.
 - The adoption of lower evidentiary standards in sexual-harassment hearings (the “preponderance of evidence” instead of the “clear and convincing” standard).
 - The increasing corporatization of the university, which has framed and influenced the implementation of Title IX by colleges and universities.
 - The failure to address gender inequality in relationship to race, class, sexuality, disability, and other dimensions of social inequality.
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RECOMMENDED BEST PRACTICES

- For college and university administrators
 - Colleges and universities must strengthen policies to protect academic freedom against threats posed by overly broad harassment policies and other regulatory protocols.
 - College and university policies against sexual harassment should distinguish speech that fits the definition of hostile environment from speech that individuals may find hurtful or offensive but is protected by academic freedom.
 - Through shared governance processes, faculty members must be included in all stages of the development, implementation, and enforcement of sexual-harassment policy.
 - College and university policies should not require all faculty members to serve as mandatory reporters under Title IX.
 - Colleges and universities should clarify their relationship to the criminal justice system and work in coordination with it.
 - Colleges and universities should consider adopting restorative justice practices for some forms of misconduct.
 - To further secure the rights of the complainants and the accused, campus initiatives must be conscious of potential bias in sex discrimination claims and enforcement processes.
 - To meaningfully address inequality, colleges and universities should encourage and improve the conditions of interdisciplinary learning on campus by funding gender, feminist, and sexuality studies, as well as allied disciplines.
 - For faculty members
 - Faculty members should participate in shared governance to develop institutional policies and practices that address problems of sex discrimination while also protecting academic freedom, free speech, and due process.
 - Faculty members should act in solidarity with students attempting to alleviate campus inequalities.
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UNIVERSITY ASSEMBLY

- Blueprint Update: at the printers, not labeled '2020', provisional for future president
 - Student Success (CLASS)
 - Low graduation rates
 - 5 big areas to develop: financial aid, on boarding, FYE, academic support, leadership and professional preparation
 - AIS revision
 - New software, Campus, to integrate these areas
 - PIVOT - \$3.25 million grant to develop plans for increasing student success
 - 4 plans, partnership with Alamo colleges
 - First to Go and Graduate
 - Roadrunner Transition Experience
 - Math Matters
 - Alamo Runners
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