

UFC Minutes:

Tuesday, October 26, 2021

Start time at 1:30

- President Whitten not in attendance; Joseph Wert chaired the meeting
- April 2021 minutes motioned and seconded; and approved
- Question/Comment Period: None
- Proposed Revisions to UA-03 Discrimination, Harassment, and Sexual Misconduct policy
 - [Action item]
Kincaid, discussed “Proposed Revisions to UA-03 Discrimination, Harassment, and Sexual Misconduct policy” Kincaid presented proposed modification to UA-03 policy language.
 - Steve Sanders raised question/request; brought up “harassment” definition and proposed to have the language changed as current language may affect policies on Bloomington campus. He suggested language be altered in current proposal, but that it be developed in more thoughtful and rigorous way; in both substance and process.
 - Kincaid clarified that current proposal changes will not pre-empt campuses developing more detailed robust policies
 - Steve Sanders asked for clarification of circumstances for when changes in cross examination language and process would make a difference. Kincaid provided clarification. James Nussbaum provided additional information and discussion.
 - John Walbridge asked questions regarding “standard of proof”. Kincaid responded that “preponderance of evidence” standard was maintained in the proposal, based on previous discussions, and is aligned with other major institutions. Kip Drew; James Nussbaum agreed language is standard between institutions; and tracks with other university policies; Sanders commented that there is a difference in language in Sexual Misconduct Policy on campus. Sally Letsinger asked a follow up question related to “prior finding of responsibility” for individuals coming from another institution; Kincaid responded.
 - Sanders asked about “interim” language in policy; Drew responded that 2020 revisions were put in place as interim policy for last academic year, which was an election year. Drew apologized for not following standard procedural rules when presenting the revised proposal to the full UFC.
 - After discussion period, committee voted by online poll: Proposed Revisions to UA-03 passed in favor.
- **Proposal to make Juneteenth an Indiana University holiday**
 - [Action item]
 - Note from President Whitten: As Indiana University President, I recommend the consideration and adoption of the Juneteenth holiday as part of the academic calendar beginning in June 2022.
 - President Whitten provided written statement of proposed new university holiday
 - Walbridge: asked procedural question; no
 - Yu Kay: asked about the additional Monday holiday that may affect summer regional campus registration. Johnston responded.
 - Harold Olivey added concerns related to timing of laboratory courses in the summer, and effects on students; asked for mechanism to allow instructors to schedule alternative dates for classes. Kay added concern that we are adding holiday after schedule after students are already registered. Changing calendar does affect financial aid, but it can be done.
 - Simpson asked for clarification if it is possible to do: Johnston said it could happen if faculty approves; it will present challenges, but it can happen.
 - Walbridge asked if there was any review of impact: Johnston responded that there were informal discussion.
 - Sanders asked if there will be difficulties in getting it done? Should it be delayed off for a year? Johnston said yes ideally an extra year would be better for planning and decreased impact on students (especially labs); bulk of students not affected, but some will have their classes affected.
 - Extensive discussion followed; Several members supported the idea of instituting this holiday for the coming year; However, several other members were in favor of delaying for one year to

- minimize impact on student summer schedules (in particular regional campuses); given the timing, and the fact that some students have already registered; student registration deadline is Nov 1st.
- Discussion/suggestion to reach out to Deans to allow changes to student instructional calendars within each of the schools.
 - Sanders proposed an amendment to declare Juneteenth as a university holiday, but defer changing the calendar for one year. Amendment was seconded. Discussion followed; Giesek asked how long it will take to make changes to the schedule; Federal holiday will fall on Sunday and will be recognized Monday, following federal practice.
 - After discussion, two sequential poll votes were taken
 - Poll 1: Approve the amendment by Sanders to declare it as holiday, but defer changing the calendar for one year? Amendment failed.
 - Poll 2: Approve the original proposal to make Juneteenth an official university holiday on the academic calendar, beginning in 2022; Proposal passed/

Meeting Adjourned at 2:50 pm

Minutes taken by Angela Bruzzaniti, UFC Secretary