

2-19-2015

Minutes, Crummer Graduate School of Business Faculty Meeting, Thursday, February 19, 2015

Crummer Graduate School of Business Faculty

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**Faculty Meeting – Room 108
February 19th, 2015**

Crummer Faculty present: Sam Certo, Mary Conway Dato-on, Henrique Correa, David Currie, Jule Gassenheimer, Jim Gilbert, Mark Johnston, Halil Kiymaz, Greg Marshall, Peter McAlindon, Kyle Meyer, Ron Piccolo, Bob Prescott, Bill Seyfried, Clay Singleton, Keith Whittingham, Lynda Boyce, Jackie Brito, Pam Clark, Steve Gauthier, Margaret Linnane, Tom McEvoy, Dawn Nagy, Jane Trnka

Approval of MinutesTom McEvoy

Title IX DiscussionOriana Jimenez
Ken Miller

Please see attached document that were passed out for the discussion

If you have any further questions, please contact Oriana at ojimenez@rollins.edu

Curriculum Committee UpdateJule Gassenheimer

- A new class for Randy Kuhn was proposed. The Essentials of Business Intelligence and Analytic (see attached syllabus)
Approval – Henrique Correa
Second – Bill Seyfried
All agreed – Class Approved

Other Business.....All

- A visit was made to Roy E. Crummer the 3rd (the grandson of Roy E. Crummer) He will be visiting campus in the fall for family weekend.
- The approval process continues and an investor is in place to invest in the Venture plan winners for recurring revenue.
- The new building proposal will go forward with the new President
- The Strategy Renewal Team is going forward. A proposal will be given to the Faculty in a future meeting.
- The future of the MVA was shown to the president's council. This will be shown in a future faculty meeting.
- Our first seminar for family business was held at the Alford Inn. 25 families were represented. We received feedback from them to help us design a program for the future.
- Ron Piccolo became the Associated Editor for the "Organizational Dynamics Journal" <http://www.journals.elsevier.com/organizational-dynamics/>
- Greg Golden PMBA 51 the GM of WPRK has approached us about a radio program. We are in concept planning at this time. This would be live and streaming.
- Please let the Career Resource Center know if you have any opportunities for job placement

- Our Nespresso team sent in their proposal. We are waiting for a response to move forward.
- Meg Crofton from Disney Corporate will be speaking here on March 17th
- Crummer Reunion will be March 19 & 20 2015
-

Meeting adjournedTom McEvoy

**Next Faculty Meeting
March 19th 2015
1:30pm – 3:00pm
Room 108**

A photograph of a campus scene featuring large, mature trees with thick canopies. Sunlight filters through the leaves, creating dappled shadows on the ground. In the background, several students are walking along a path. A semi-transparent yellow banner is overlaid across the middle of the image, containing the text "Welcome!" and "Title IX & Clery Act".

Welcome!

Title IX & Clery Act

Clery & Title IX

Today's Goal & Agenda:

Overarching goal: to create a community where all members are valued, respected, and safe.

- What is the Clery Act and what is Title IX?
- College policy and definitions
- Resources and support services
- Reporting options and the College's response
- Perpetrators and survivors
- The nature of the problem
- How can you be part of the solution

Clery & Title IX

What is the Clery Act and what is Title IX?

Overarching goal: to create a community where all members are valued, respected, and safe.

The Clery Act

- Crime Awareness & Campus Security Act of 1990 – renamed the Cleary Act in 1998
- Jeanne Clery, 1966-1986



The Clery Act

Requires colleges and universities that receive federal funding to disclose information about crime on and around their campus so individuals can make well-informed decisions about their safety.

The Clery Act

TIMELY NOTIFICATION BULLETIN

Sexual Assault - Forcible Rape

Case # 15 - 005

January 8, 2015

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act"), 20 U.S.C. 1092 (f), Rollins College issues timely notices to notify the campus community of Clery Act crimes or other serious incidents that the College determines represent a serious and ongoing threat to the campus. The College may distribute timely notices using a variety of means, including emails, text messages, flyers, and website announcements posted on the Campus Safety website (http://www.rollins.edu/safety/clery_act_compliance/timely_notices.html).

The Rollins College Campus Safety Department, in cooperation with several other Departments at Rollins College, was made aware today of a sexual assault - forcible rape that took place on campus during the morning on Wednesday December 3, 2014 involving two undergraduate students. The incident took place inside of a residential hall on-campus and an investigation is ongoing. Rollins College is providing resources and advocacy to assist the individual involved in this incident, and will continue to take actions to maintain the safety and security of the campus community.

Approximately 66% of rapes are committed by someone known to the victim. To prevent similar crimes from happening, we recommend that everyone familiarize themselves with what constitutes sexual assault and, as a community, be vigilant in stopping it:

- Always seek consent. Stop your sexual advances if the other person indicates no interest, and especially if they say "no." Engaging in any type of sexual activity without the explicit consent of your partner is sexual assault. If either party is under the influence of alcohol, consent cannot be given.
- The absence of a "no" is not a "yes."
- Avoid engaging in, supporting or encouraging sexual harassment.
- Do NOT use threats or coercion to engage in sexual activity.
- Call for help if you witness a violent crime.
- Do not take advantage of someone who is passed out, incoherent or otherwise incapacitated, and prevent others from doing so.

Unfortunately, although the majority of sexual assaults are perpetrated by friends, acquaintances, or partners of the victims, the majority of sexual assault prevention tips are modeled after perpetrators that are unknown to the victim. Recognizing this, and recognizing that, ultimately, it is not the responsibility of the victim to prevent their own assault, we nonetheless offer the following advice to promote general risk awareness:

Tile IX of the Education Amendments of 1972

No person in the United States shall, on the basis of sex, may be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The Dear Colleague Letter

A stern wake-up call from the Department of Education's Office of Civil Rights reminding colleges and universities of their obligations under Title IX.

Fueled institutions, including Rollins, to ensure that our policies, procedures and practices are up to date and meeting the obligations of Title IX.

Clery & Title IX

College Policy and Definitions

Overarching goal: to create a community where all members are valued, respected, and safe.

Rollins Policy

Title IX
website:
[www.rollins.edu
u/sexual-
misconduct](http://www.rollins.edu/u/sexual-misconduct)



ACADEMICS ADMISSION & AID ABOUT STUDENT LIFE ATHLETICS ARTS & CULTURE GIVING VISIT

Sexual Misconduct and Harassment

- ▶ WHAT IS TITLE IX
- ▶ TITLE IX POLICY
- ▶ WHAT TO DO IF....
- ▶ RESOURCES
- ▶ PROCESS

Maria Martinez
Rollins College
Acting Title IX Coordinator
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Title IX Policy



Title IX Policy
Click [here](#) to learn more about the Rollins Title IX: Sexual Misconduct & Harassment Policy

[Amnesty ▶](#)



Definitions

Rollins' sexual misconduct and harassment policy addresses a broad spectrum of behavior, all of which falls under the broad definition of sexual harassment.

Clery & Title IX

Resources & Support Services

Overarching goal: to create a community where all members are valued, respected, and safe.

Confidential Resources

- For students: **Counseling & Psychological Services (CAPS)** 407.628.6340
- For students: **Health Services** 407.628.6340
- For faculty/staff: **Employee Assistance Program (EAP)** 877.398.5816
- **Victim Service Center of Central Florida (VSC)** 407.497.6701
- **Members of the clergy**

Non-Confidential Resources

Responsible Employee: all faculty and staff outside of the statutorily protected and confidential individuals listed previously.

- So what does this mean for you?

Support

Faculty and staff members (other than those we just talked about) are legally required to elevate reports of sexual misconduct to the Title IX Coordinator.

Encourage the person to talk with someone they trust.

Hospital Emergency Rooms

Clery Act & Title IX

Reporting options and the College's response

Overarching goal: to create a community where all members are valued, respected, and safe.

Trauma-Informed Response

Trauma-informed response can help to avoid re-traumatizing individuals, and thereby increase safety for all, decrease recidivism, and promote and support recovery.

Reporting

Anyone in our community who has experienced sexual assault is encouraged to file a report with the College's Title IX Office – even if the assault occurred off campus. They can also report it to local law enforcement **(optional)**.

Reporting allows the college to respond and provide the student with support. It can help prevent future incidents from occurring to them and to other students.

After a report is filed

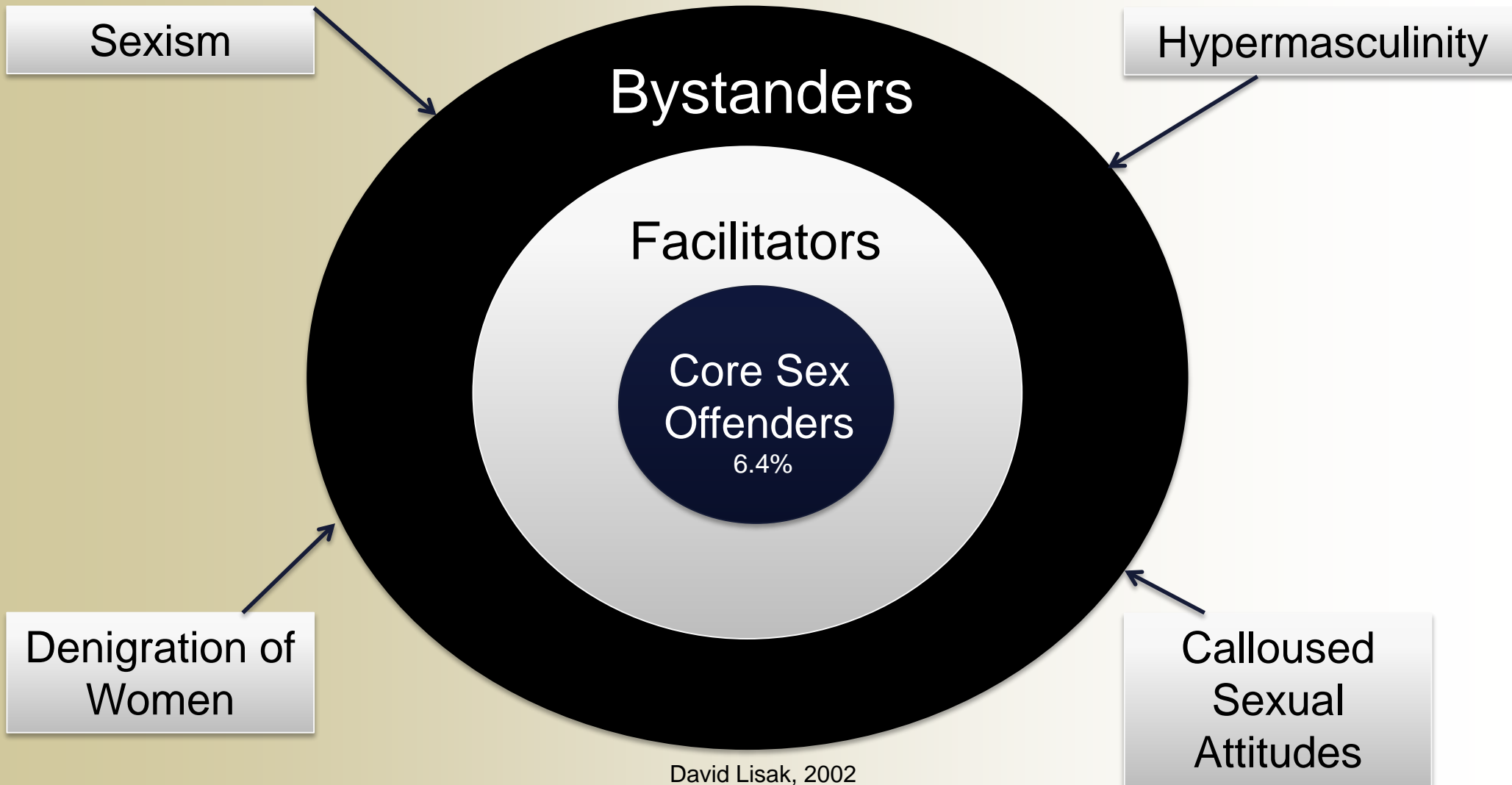
- Interim measures
 - Living arrangements
 - Class schedule
 - No-contact order
- Investigation
 - Confidentiality
 - Preponderance of the evidence standard
- Right to appeal

Clery & Title IX

Perpetrators and Survivors

Overarching goal: to create a community where all members are valued, respected, and safe.

Rape Culture



Why do People Rape?

- Serial rapists vs. opportunists
- Can't get any (desperate)
- Miscommunication / Didn't mean to
- Sexually abused as a child
- Showing off / peer pressure
- Mentally ill
- Under influence of drugs or alcohol



**POWER &
CONTROL**

Typical Perpetrators

- Know the victim in some capacity (acquaintance)
- Try to gain trust by talking to, flirting with or otherwise giving attention or affection to the target prior to the rape
- Do not use a weapon but may use physical force
- *Have* access to consensual sex elsewhere
- From all racial and ethnic groups, but predominantly white (statistically speaking)
- Are *not* mentally ill
- Plan and pre-meditate the rape
- Use alcohol as a tool to intentionally facilitate rape
- A date is just a pre-text or set-up for the pre-meditated rape

Typical Perpetrators

In one study, 76 men on campus admitted to committing more than one act of rape and also admitted to committing the following 1,045 offenses:

- 49 sexual assaults
- 439 rapes and attempted rapes
- 66 acts of physical abuse of children
- 277 acts of sexual abuse of children
- 214 acts of battery

**Total of 14 offenses/person.
Not the poor guy who just doesn't get it.**

Consequences for Survivors

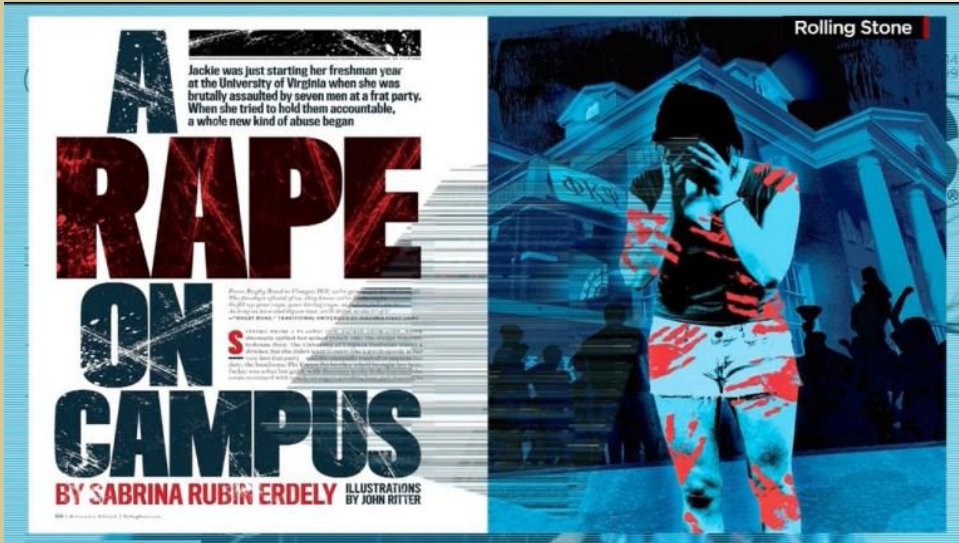
- Psychological/Emotional health problems (neurobiological change and memory fragmentation, PTSD, etc.)
- Physical health suffers
- Social well-being suffers
- Professional / economic well-being suffers

Clery & Title IX

What is the nature of the problem?

Overarching goal: to create a community where all members are valued, respected, and safe.

National Picture



Video: Emma Sulkowicz Story
<http://wp.me/p5HMd-fgTj>

Test your knowledge

- 1) 1 in 5 women will be sexually assaulted during their college years.
- 2) 3.5% of undergraduate women reported experiencing rape or attempted rape during a 6–7-month academic year.
- 3) 90% of college women who are victims of rape or attempted rape know their assailant.
- 4) Less than 5% of college women reported their rapes or attempted rapes to law Enforcement.
- 5) 6.4% of college-aged men perpetrate rape.

Test your knowledge

- 6) 9 out of 10 rapes are committed by repeat offenders.
- 7) 1 in 8 lesbian and 1 in 2 bisexual women have been raped at some point in their lives.
- 8) 4 in 10 gay men and 1 in 2 bisexual men have experienced SV other than rape at some point in their lives.
- 9) Why do people perpetrate rape and sexual assault? power/control
- 10) 2% of sexual assault reports turn out to be false reports.

Test your knowledge

11) 43 % of dating college women report experiencing some violent and abusive dating behaviors including physical, sexual, cyber, verbal or controlling abuse.

12) 36 % of dating college students has given a dating partner their computer, email, or social network passwords - these students are more likely to experience digital dating abuse.

13) 13 % of college women experience stalking; 42 % from a boyfriend or ex-boyfriend. Each episode lasts an average of 60 days.

14) Nearly 1/3 of college students reported having physically assaulted a dating partner in the previous 12 months.

Clery & Title IX

How can you be part of the solution?

Overarching goal: to create a community where all members are valued, respected, and safe.

Disclosure of our “Responsible Employee” Status

Rollins College is committed to making campus a safe place for students. Because of this commitment, if you tell any of your faculty about sexual discrimination involving members of the campus, your faculty is required to report this information to the Title IX Coordinator.

Behaviors that are considered “sexual discrimination” include sexual assault, sexual harassment, stalking, intimate partner violence (such as dating or domestic abuse), sexual misconduct, and gender discrimination.

Change the Narrative

- Instead of:
“18 year-old woman was raped.”
- Say:
“18 year-old man committed rape.”

Change the Narrative

- Don't put **drugs** in people's drinks.
- When you see someone walking by themselves, **leave them alone.**
- USE THE BUDDY SYSTEM! If you are not able to **stop yourself from raping** someone, ask a friend to stay with you.
- Don't forget: you can't have sex with someone if they are **passed out or asleep.**
- **Don't rape people!**

Are these message working?

Placing the responsibility on individuals to prevent their own assault is a message that is not working.



Social Norming Campaigns & Bystander Intervention

1 IS 2 MANY
WWW.WHITEHOUSE.GOV/1is2MANY

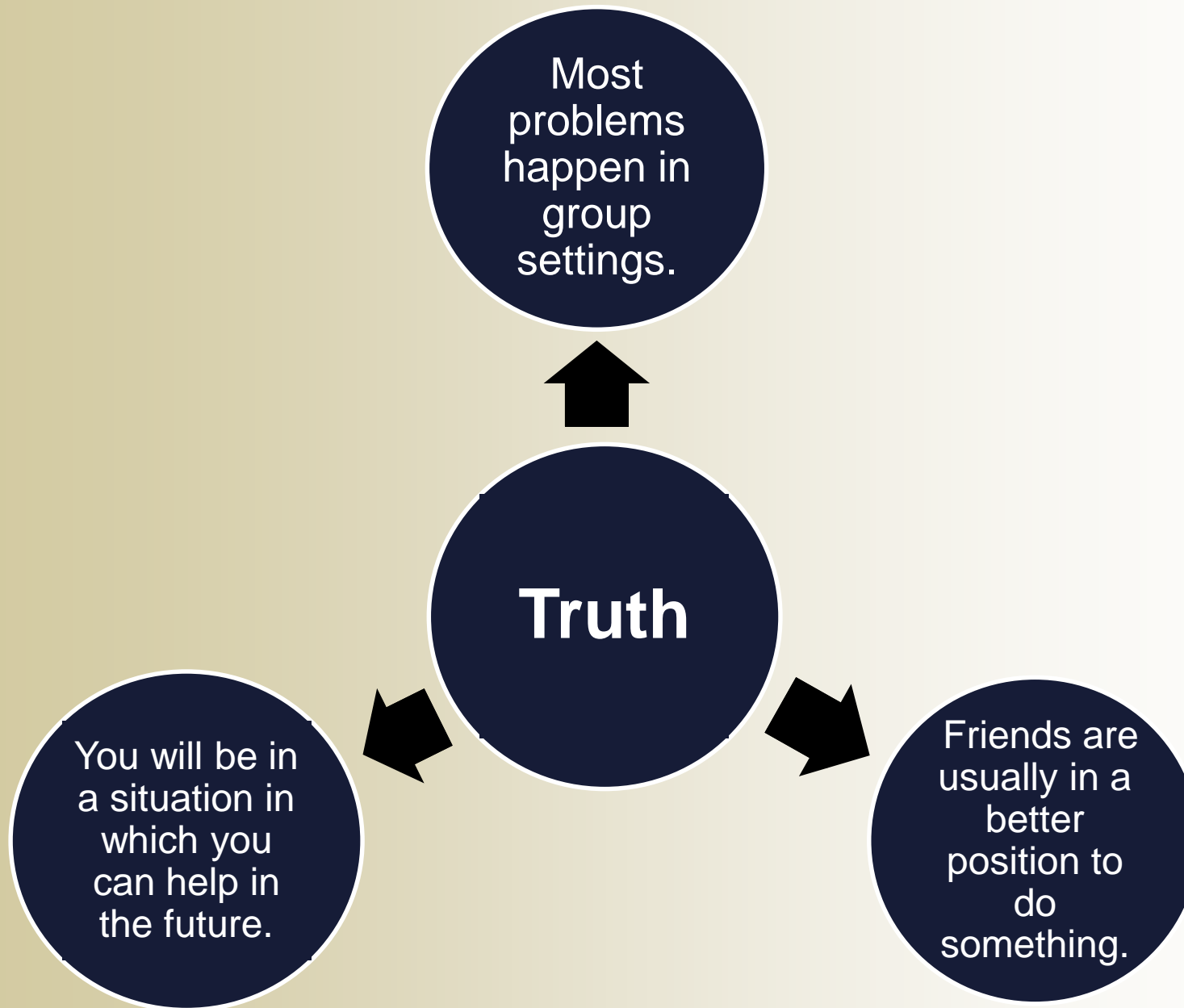
Video: 1 is 2 Many

<https://www.youtube.com/watch?v=xLdElcv5qqc>



Video: Take the Pledge!

<http://itsonus.org/#videos>



Step Up! MODEL

Notice the event

Interpret it as a problem.

Assume personal responsibility.

Know how to help.

Step up!