



March 10, 2011

To: Dr. Gordon Emslie, Provost and Vice President of Academic Affairs
Re: University Senate Consultation on Policy

NUMBER 1.1010
DIVISION: Academic Affairs
TITLE: Consensual Relations Between Faculty and Students

The University Senate has been asked for consultation on the policy on Consensual Relations Between Faculty and Students. The policy was presented to the Senate Executive Committee (SEC) on March 7, 2011. The SEC suggested the revision noted in the attached document. The SEC voted to recommend that the Responsible Officer seek approval of this revision. The policy revision will be presented as an information item to the University Senate at the next meeting.

Thank you for the opportunity to provide input on this policy.

A handwritten signature in black ink, reading "Kelly L. Maddie". The signature is fluid and cursive, with the first name "Kelly" and last name "Maddie" clearly distinguishable.

Kelly L. Maddie, Ph.D.
Professor of Psychology
University Senate Chair

POLICY & PROCEDURE DOCUMENT

NUMBER: 1.1010

DIVISION: Academic Affairs

TITLE: Consensual Relations Between Faculty and Students

DATE: August 15, 2006

REVISED:

Policy for:

Procedure for:

Authorized by: Council of Academic Deans – July 6, 2006

Department Heads – August 14, 2006

Dr. Barbara G. Burch, Provost – August 15, 2006

Issued by:

I. Purpose and Scope

Sexual relations between students and faculty members with whom they also have an academic or evaluative relationship are fraught with the potential for exploitation. The respect and trust accorded a professor by a student as well as the power exercised by the professor in an academic or evaluative role, make voluntary consent by the student suspect. Even when both parties initially have consented, the development of a sexual relationship renders both the faculty member and the institution vulnerable to possible later allegations of sexual harassment in light of the significant power differential that exists between faculty members and students.

II. Policy:

In their relationships with students, members of the faculty are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias. When a sexual relationship exists or has existed, effective steps should be taken to ensure unbiased evaluation or supervision of the student.

If a consensual relationship has existed or develops between a faculty member and a student whom the faculty member evaluates, advises, or supervises, the evaluative, advisory, or supervisory relationship must end. The instructor should not thereafter have undirected responsibility for the advising, supervision, evaluation, or grading of the consensual relationship partner's performance.

In order for these changes to be made and ratified appropriately, the faculty member must disclose the consensual relationship to his or her immediate superior, normally the department head or college dean, and make arrangements to end advising, supervisory, evaluative, or grading responsibilities for the consensual partner. Confidentiality regarding relationships will be maintained in so far as possible.

This policy should not be construed to supersede any existing, applicable statutes.

Non-consensual relationships between faculty members and students are addressed in the university's sexual harassment policy.

III. Procedure

IV. Related Policies

V. Reason for Revision