

Academic Affairs Advisory Committee (AAAC) Agenda

December 9, 2020

8:00 am – 9:30 am

Provost Collins 8:00-9:00 am

Zoom

Time	Topic	Facilitator	Action Item
8:00-8:30	Proposed policy addressing supervisor/subordinate relationships.	All	
8:30-9:00	Winter semester planning – how to improve/enhance faculty and student experience - Possibly discuss guidance for faculty evaluation/P&T in context of COVID. - Guest for this portion – Martha McComas (CESWF Chair)		
9:00	Follow up meeting discussion/Approval of Oct 28 and Nov 11 minutes	All	Discussion/Vote
9:05	Matters Arising - Updates from COAA and Wilmer Hale Task Forces - Topics for next meeting		
9:30	Adjourn		

NEXT MEETING: Wednesday, January 20, 8-9:30 am. Provost Collins 8-9 am.

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Current state:

RELATIONSHIPS WITH STUDENTS

Faculty/undergrad relationships - prohibited, regardless of supervisory authority over the student.
Faculty/grad student relationships- prohibited if there is actual or potential supervisory authority.

RELATIONSHIPS BETWEEN EMPLOYEES

Policy regarding relationships between employees - faculty or staff - has fewer bright lines.

1. Current state -

Relationships between supervisors and direct supervisees - prohibited. If a relationship exists, there must be a plan to manage the conflict, which usually means eliminating the decision making and supervisory authority.

2. Not currently regulated, but under consideration:

- should there be a prohibition on a supervisor ever requesting or initiating a relationship from an employee under their supervision? Currently, there is not. For example, if a request is made and declined and the employee later feels that they've been the subject of adverse or retaliatory treatment, they can file a sexual harassment or other claim. On the other hand, if a mutual relationship commences, then there must be a management plan that removes the supervision. **But there is nothing in current policy that speaks to whether it is prohibited for a supervisor to attempt to initiate a relationship.** We would like to discuss this question.
- should there be a prohibition on any relationship between a supervisor and employee, regardless of how it starts? In other words, there would be no room for disclosure and a management plan. If the employment relationship starts before the romantic relationship, it is not permitted.
- should the prohibition also apply to indirect supervision - for example - the CFO and the accountant, even though there are multiple layers of supervision between them?