



October 1, 2024, | 7:00 p.m.  
East Campus, Law Auditorium.

## CALL TO ORDER

Called to order 7:08pm

## APPROVAL OF THE MINUTES

Approved

## OPEN FORUM

Matt Pierce- Associate to the Chancellor for Institutional Equity and Compliance (IEC)

- Discussing university's policies and procedures for prohibiting harassment and discrimination based on university policy and state and federal law. He is speaking with us today to remind us that his office exists, there's an expectation that all members of the university community should report it to IEC.
- 15 protected statuses in university policy
  - If anyone experiences discrimination or harassment based on these statuses, they should report to IEC
  - Once IEC receives a report, they do outreach to people affected
    - What resources are available
    - How to file a formal complaint
    - Not mandatory for an affected person to proceed with a formal complaint. They can receive supportive measures regardless of existence of formal grievance procedure

## Q&A from Audience:

- How long does the reporting process take?
  - Making report- unl reports (link at bottom of every webpage), call, go to office in person
  - Outreach turnaround is approx within a business day
  - Supportive measures can be virtually instantaneous, do as confidentially as possible given the measures asking to be undertaken
  - Formal resolution can take months depending on severity of complaint
- How does the office remain neutral in light of the fact that they are a university office?
  - Matt reports directly to and only to the chancellor
  - Other resources fall under Matt's office but their actions are separate
    - Title IX
    - CARE office
- Are graduated students mandated reporters?

- Yes, but “mandated” is not the word in the policy. “Expected to report” is the language in the policy. Unless you function in a confidential, clinical/religious type role, you are expected to report.
  - Note: the expectation to report does not apply to the person impacted
- Some people might feel intimidated by the process, is the information of the student confidential? Will it remain private?
  - Matt cannot think of a situation where we have proceeded with a manner where the impacted individual did not wish to participate.
  - The case information does not get shared with the chancellor. The file does not get put alongside the affected individual’s educational record, etc.
  - Supportive measures might mean the office reaches out about Student X needing this support, but they will not explain the reason for the supportive measure ask
  - IEC also offers informal mediation
- What does resolution look like for IEC reports, and what’s the rate of recidivism?
  - All forms:
    - Sometimes affected individuals just want a record of what has happened
    - Full process- a student gets expelled, an employee gets terminated, a professor is stripped of tenure
    - There’s an entire array of resolutions laid out in the policy
  - Informal resolution can take many different forms
  - Recidivism- hard to answer with a specific rate or percentage
    - Pervasive hostile environment complaints does get brought to the IEC office
    - Has a single individual/entity been found of violating the policy and then violated the policy again?
      - That does happen on an entity individual, but on an individual level (outside the hostile environment context), he has yet to see it
- Are graduate students with assistantships treated as students who have been discriminated against, or are they treated as employees who have been discriminated against?
  - Depends, but the procedure for discrimination is very similar in either case, unlike the sexual misconduct procedure
  - IEC would focus on the environment and role in which the misconduct occurred
- How small is too small of a complaint to bring to the IEC?
  - IEC lists the policy online
  - Matt wants to emphasize that if you feel you have experienced some unwanted conducted based on protected statuses, please don’t judge whether it’s severe enough to report. You are entitled to get supportive resources even if it doesn’t meet the criteria of a violation
  - Definitions of prohibited conduct only comes in to play if in formal complaint context where student or employee is facing discipline for those actions
  - Types- disparate treatment based on protected statuses, disparate impact, harassment, etc

- Do you deal with policy violations in addition to discrimination (e.g. being asked to work over 19.6 hours per week?)
  - There's a whistleblower policy, but there's uncertain procedures associated with the policy
  - Currently, if his office gets a report like this, IEC will ask follow up questions and if there's no apparent connection with protected status, they would work with affected student to appropriate office.
  - Being asked to work over hours could be a variety of different offices
- If IEC sees the same name as the aggressor over and over again, do you do tracking to see that trend even if the students affected don't want to report?
  - Yes, they do keep track of this.
  - But, if there is no formal complainant or a witness who is willing to speak, then this eliminates the ability to do the full investigation and remedy using discipline or corrective action. However, they will try to communicate with Academic Affairs to make sure the issue is on the radar of Academic Affairs

#### Scout Calvert- Research Data Librarian

- The slides to Dr. Calvert's presentation can be found in the bitly link
- Everyone in this room should have an ORCID by the end of the semester
- Bibliographic manager- Zotero
- Back up your files!!!!

## EXECUTIVE REPORTS

### President Jemkur

- Grievance Policy- still in progress, no new updates
- Parking Services committee- citations have gone up 5%
- Faculty Senate
  - Chancellor was there.
  - Faculty were not happy about instructional continuity day. Wanted chancellor to stand firm against having a football game on a week day. He said he has to be diplomatic
  - Budget cuts
    - Going to be another round of budget cuts. Going to slowly roll out.
    - Got grilled on DEI budget cut meetings. Chancellor Bennett said that was recommended before he came on board. All the documentation that was sent back to the chancellor is on the website
  - Have a lot of admission to a lot of state residents, which is good. Next step should be recruiting non residents since that's where a lot of the tuition comes in. First priority is international graduate students.
    - A faculty member asked why there isn't more emphasis on graduate students. He said he's in discussion with Dean Hope about this.
    - GSA and Dean Hope will meet with him

- A lot of professors complained about not having enough grad assistants due to budget cuts and limited communication about this.
  - Ran out of time to discuss this, will be revisited next month

#### Executive Vice President Vasquez

- Working with ASUN to develop scholarship to award exceptional student research (both undergraduate and graduate) on campus. Money will come from student fees.

#### Vice President of Student Affairs Hafeez

- Not available to be here

#### Vice President of Representation Skinner

- If you don't have a placard, please talk to him after this meeting

#### Vice President of Finance Morris

- Presented the budget numbers, please tell all your friends to apply for GTAP so we can make good use of our budget!
- Kirsten is on the search committee for Caroline Knuth's replacement, a role in the Office of Graduate Studies. Please reach out if you have anything that you would like to be brought up

## COMMITTEE REPORTS

### ASUN

- N/A

### Academic Affairs Committee

- Workshop on non-academic career skills
- No current SPGP applications

### Diversity and Inclusion Committee

- Spoke with Venn yesterday about hosting a workshop event in November, it's in the planning stage, maybe with collaboration with quality of life committee

### Graduate Travel Award Program (GTAP) Committee

- Student reviewers have looked through Fall Applications, Faculty members are still reviewing
- Deadline of October 31<sup>st</sup> to get in apps for spring semester

### Quality of Life Committee

- No current updates

### Social Events Committee

- Fill out form for dietary restrictions and carpooling!!!
- <https://forms.gle/fZaTBiiZ77zzNNtS9>
- Game night on October 10<sup>th</sup>
- Hockey game on October 11<sup>th</sup>, don't need to pay, just bring your NCARD



Communications Committee

- Updated the flyer about the graduate student event and sent out the Graduate Report

External Committees

- Nothing to report



Committee Preference Form

10 MINUTE BREAK

OLD BUSINESS

None

NEW BUSINESS

Election of Quality-of-Life Co-Chair



Election of GTAP Co-Chair

GSA Bill #3

A bill authorizing sponsoring OGS Halloween Trick or Treating Event

Bill passed

ANNOUNCEMENTS

Colten: 2024 Rowley Graduate Conference at UNL is this weekend

Christina: Soccer competition with the math department, but would like to expand with other departments

Venn: This week you'll receive your committee assignments

ADJOURNMENT

Meeting adjourned at 8:30pm