Responding to Sexual Harassment and Bullying

CGS Annual Meeting Pre-Meeting Workshop
December 4, 2019

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Wendy J. Smith, Illinois State University
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AAU Advisory Board on Sexual Harassment and Gender Discrimination

December 4, 2019

James C. Wimbush
Vice President for Diversity, Equity, and Multicultural Affairs
Dean, The University Graduate School
Johnson Chair for Diversity and Leadership
## The University Graduate School

### Fall 2019 Enrollment

<table>
<thead>
<tr>
<th></th>
<th>IU Bloomington</th>
<th>IUPUI</th>
<th>Five Regional Campuses</th>
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</thead>
<tbody>
<tr>
<td><strong>Master’s Programs</strong></td>
<td>655</td>
<td>580</td>
<td>168</td>
</tr>
<tr>
<td><strong>Doctoral Programs</strong></td>
<td>2,949</td>
<td>398</td>
<td>N/A</td>
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<tr>
<td><strong>Total Graduate Students</strong></td>
<td>3,604</td>
<td>978</td>
<td>168</td>
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### Key Statistics
- **300+** Graduate Programs
- **4,700+** Ph.D.’s Awarded Since 2007
- **4,750** Graduate Student Enrollment (Fall 2019)
- **20,506** Professional and Graduate Student Enrollment (Fall 2019)
- **93,578** Undergraduate, Professional, and Graduate Student Enrollment (Fall 2019)
Advisory Board Members

- Nancy Catherine Andrews, Duke University
- Rachel Croson, Michigan State University
- Joy Gaslevic, Johns Hopkins University
- Risa Goluboff, University of Virginia
- Jennifer Grodsky, Boston University
- E. Royster Harper, University of Michigan
- Amy Hass, University of Florida
- Kyle Henley, University of Oregon
- Diana Hess, University of Wisconsin-Madison
- Sharon Inkelas, University of California-Berkeley
- Phil Kass, University of California-Davis
- Elizabeth G. Lobo, University of Missouri
- Susan Martinis, University of Illinois Urbana Champaign
- Maurie McInnis, University of Texas-Austin
- Martha Pollack, Cornell University
- Jennifer Poulakidas, University of California-Los Angeles
- Mary Opperman, Cornell University (Delegate for President Pollack)
- Suzanne Rivera, Case Western Reserve University
- Stephanie Spangler, Yale University
- Linda Thrane, Rice University
- Cara Tuttle Bell, Vanderbilt University
- James C. Wimbush, Indiana University
Purpose of the Advisory Board

To inform AAU’s efforts in developing a collective strategy to assist all AAU member institutions in addressing issues related to sexual harassment in the academic workplace.
Top Priorities/Issues for Institutions

1. Provide guidance on proposed regulatory and legislative actions

2. Promote promising practices for survivor support resources and prevention programs

3. Explore ways to address power differential dynamics and retaliation fears that can stifle reporting and/or bystander intervention

4. Address challenges of re-entry/re-integrating violators of policy

5. Achieve campus culture change, where harassment and discrimination are neither tolerated nor perpetuated
Goals of the Advisory Board

1. Collect and share promising practices, strategies, and principles at AAU institutions to combat sexual harassment

2. Inform federal and legislative advocacy
Key Areas of Proposed AAU Survey on Policies and Practices that Address Sexual Harassment

1. Faculty employment and employment disclosures
2. Promotion and tenure
3. Consensual relationships
4. Support for graduate/professional students and trainees
5. Reporting channels
6. Disciplinary and rehabilitation processes
7. Other – policies and practices
Areas to Explore for Advising Structures and Mentoring for Graduate and Professional Students

1. Policies specific to the power dynamics between faculty advisors and graduate/professional students

2. Nature of the student advising structures (e.g., one student with one or more advisors)

3. Institutional- or College/School/Department/Program-level advising structures and policies
Possible Outcomes of the Advisory Board’s Work

1. Potential workshops or programs based on and building upon survey results
2. Federal and legislative advocacy materials for use by AAU institutions
An Example of Current Work at IU to Address Sexual Harassment and Gender Discrimination
Faculty Men Allies for Gender Equity Workshop
Faculty Men Allies for Gender Equity

1. Seeks to understand the context of gender inequity in academia at IUB
2. Introduces relevant concepts and literature (e.g., unconscious bias and male privilege)
3. Uses scenarios to practice ally skills
4. Obtains resources to assist personal development and to share with others
5. Encourages the development of graduate student Advocates and Allies for Equity subgroup
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