

Nondiscrimination Policy Statement, pg. iv

The University maintains a grievance procedure incorporating due process available to any person who believes he or she has been discriminated against. Missouri State University is an Equal Opportunity/Affirmative Action/**Minority/Female/Veterans/Disability/Sexual Orientation/Gender Identity** employer. Inquiries concerning the **complaint/grievance procedure related to sex discrimination (including sexual harassment and sexual assault) should be addressed to the Title IX Coordinator, Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, TitleIX@missouristate.edu, (417) 836-8506, or to the Office of Civil Rights. All other inquiries concerning the grievance procedure, Affirmative Action Plan, or compliance with federal and state laws and guidelines should be addressed to Equal Opportunity Officer, Office for Institutional Equity and Compliance, Carrington Hall 205, 901 South National, Springfield, Missouri 65897, equity@missouristate.edu, (417) 836-4252, or to the Office for Civil Rights. (Res. Board Policies No. 70-11; Bd. Min. 10-28-11.)**

8.1. Prohibition of Discrimination, Harassment, and Bullying Policy

It is policy of Missouri State University to maintain the campus as a place of work and study for faculty, staff and students free from discrimination, harassment, and bullying in violation of the University's policies and in accordance with federal and state law and the Missouri State University Nondiscrimination Policy Statement. Discrimination, harassment, or bullying against any member of the University community will not be tolerated at Missouri State University. The University will respond appropriately to instances of discrimination, harassment, or bullying, **and members of the University community who engage in such acts or behavior are subject to disciplinary sanctions up to and including dismissal from the University (with respect to students) or termination of employment (with respect to faculty and/or staff).**

8.3. Sexual Harassment

Consistent with the G1.05 Non-Discrimination Policy Statement, the University prohibits all forms of sex discrimination, including sexual harassment and sexual assault.

Sexual Harassment is a form of sex discrimination **that is prohibited by both Title VII of the Civil Rights Act of 1964 ("Title VII) and Title IX of the Education Amendments of 1972 ("Title IX). Although sexual harassment is defined in slightly different ways under Title VII and Title IX, it generally refers to unwelcome conduct of a sexual nature toward another person or an identifiable group of people.** Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when: 1) submission is a term or condition of an individual's employment or academic opportunities; 2) submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting such individual; or 3) such conduct is so pervasive or severe that it creates an abusive, intimidating, hostile, or offensive environment. Sexual harassment may occur where such circumstances occur between supervisor and subordinate, employees, students and employees, and non-University persons and employees. It may occur between members of the opposite sex or the same sex.

Sexual harassment in any situation is reprehensible; however, it is particularly damaging when it exploits the educational dependence and trust between students and faculty. When the authority and power inherent in faculty relationships with students, whether overtly, implicitly, or through misinterpretation, is abused in this way, there is potentially great damage to individual students, to persons subject to complaint, and to the educational climate of the institution.

The university has established a Title IX Office that is responsible for processing all complaints of discrimination or harassment on the basis of sex, including complaints arising from Title IX, as well as complaints arising under Title VII. Allegations of sexual harassment against faculty members that meet the definition and jurisdictional requirements

of Title IX and its implementing regulations are required by federal law to be addressed as set forth in Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy, rather than through the disciplinary procedure outlined in Chapter 13 of this Handbook.

All other allegations of discrimination or harassment (including sexual harassment as defined by Title VII) will be addressed in a manner consistent with Op1.02-2 Discrimination Complaint and Investigation Procedures. Results of investigations conducted and/or evaluated pursuant to Op1.02-2 Discrimination Complaint and Investigation Procedures, may be reported to the Provost and other appropriate administrators, who may take such actions as are consonant with the disciplinary procedures prescribed in Chapter 13.

Consistent with G1.31 Reporting Allegations of Discrimination on the Basis of a Protected Class, all employees – including faculty members – are required to report any concerns or allegations of sexual harassment involving members of the university community (i.e., faculty, staff, and/or students) of which they become aware. Such reports should be made as soon as possible, but in no event later than three (3) calendar days after learning of such concern or allegation. Reports must be made to the Title IX Office. Reporting a concern or allegation of discrimination or harassment to a supervisor, without also reporting to the Title IX Office, does not satisfy a faculty member's reporting obligation. Faculty members who refuse or otherwise fail to report a sexual harassment allegation or concern are subject to disciplinary sanction, as set forth in Chapter 13 of this Handbook.

Additionally, any faculty member who believes that he or she has been the subject of sexual harassment should report the alleged act immediately to the University's Title IX Office. Confidentiality will be respected and anonymity preserved in grievances to the greatest extent possible.

8.5. Consensual Sexual or Romantic Relationships Policy

The University's mission is promoted by professionalism, which is fostered by an atmosphere of mutual trust and respect. These are diminished when persons in positions of authority abuse their power, as in the case of consensual sexual or romantic relationships between faculty and students.

A consensual sexual or romantic relationship between a faculty member and a student is generally wrong when the faculty member has professional responsibility, such as grading or advising, mentoring, or directing student development, even if that student is not formally enrolled in one of the faculty member's courses. Such a situation increases the chance for abuse of power. The University will view it as unethical if faculty members engage in consensual sexual or romantic relationships with students enrolled in their classes or subject to their supervision. The behavior is, in most cases, unethical even when the relationship is consensual (i.e., both parties have consented), because the voluntary consent of the student is in doubt, given the power imbalance in the student-faculty relationship. Even if consent were to be shown, a clear conflict of interest would still exist which might create the appearance of discrimination or favoritism in grading or access to educational opportunities.

Relationships between a graduate student and an undergraduate student, when the graduate student has some supervisory responsibility for the undergraduate, are covered by this policy.

Relationships between a student and an administrator, coach, advisor, program director, counselor, or resident life and services staff member who has supervisory responsibility for that student also are covered.

A request for a specific exception to this policy may be made by an employee to his or her supervisor, who may approve or deny the request. The supervisor should maintain written documentation of the employee request and the decision to approve or deny the request. Faculty engaged in unethical conduct of the type described in this policy are subject to the normal disciplinary procedures of the University. Such unethical conduct may or may not constitute sexual harassment as prescribed by G1.31 Reporting Allegations of Discrimination on the Basis of a Protected Class, Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy, and/or Op1.02-2 Discrimination Complaint and

Investigation Procedures.

13.1. Overview

This section describes the Professional Practices Review Process (PPRP), the formal process for reviewing allegations of a faculty member's misconduct or unprofessional behavior, and the range of sanctions, up to and including dismissal, that may be imposed. **Allegations of sexual harassment against a faculty member that meet both the definitional and jurisdictional of Title IX are not subject to the PPRP; rather, they are subject to the grievance procedure set forth in Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy.** Processes to review grievances by faculty against administrators are described in Chapter 12. In all cases, efforts to reach a resolution should be made through informal negotiations, and the formal proceedings described here should only commence once those efforts have been exhausted.

TO: Faculty Senate
FROM: Rich Biagioni, CGEIP Chair
RE: CGEIP Report

1. Current CGEIP activities
 - a. Continuing with pilot of changes to course evaluations
 - b. Meeting with general education course coordinators at October and November meetings to clarify questions about reports
 - c. Reports for general education courses (Foundations, Human Cultures) due first Monday of December

2. Report from Bachelor of General Studies Committee (committee of CGEIP)
 - a. BGS program at end of 5th year
 - b. Report provided from committee (prepared by Amy Marie Aufdembrink)
 - i. 618 students enrolled over past 5 years
 - ii. Currently 155 students
 - iii. 383 graduates
 - iv. Report includes some demographic breakdown of GGS students

3. Upcoming CGEIP activities involving Senate
 - a. Update of Bylaws
 - b. Address changes in course review policies (related to changes currently piloted)

Five-year Review of Bachelor of General Studies

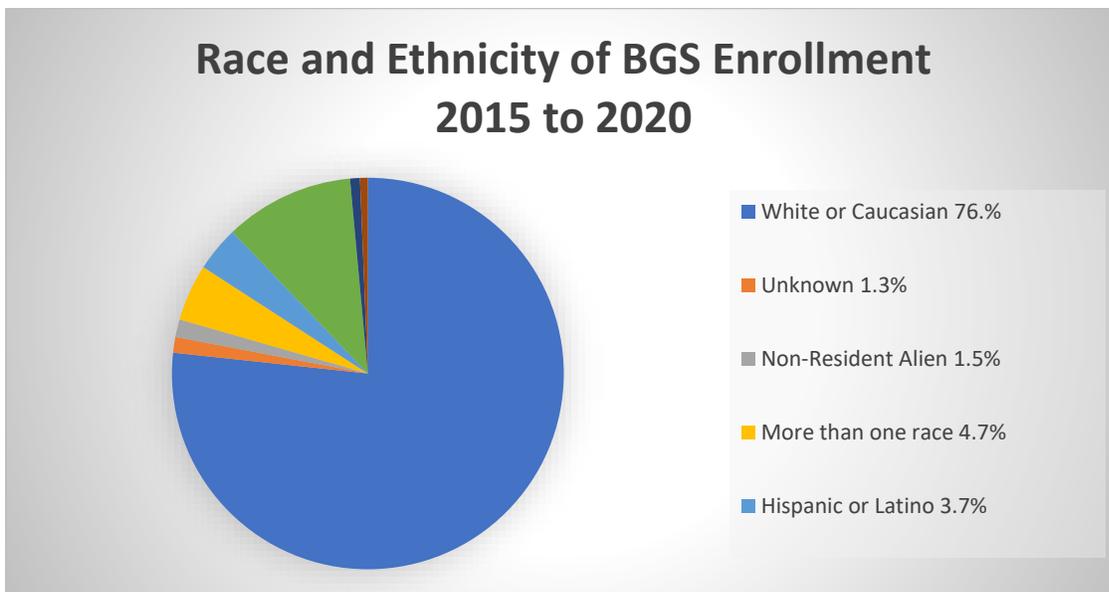
CGEIP, October 2020

This fall marks the fifth anniversary of the Bachelor of General Studies program. The first students enrolled in the program in Fall 2015 and we even graduated students that December.

Enrollment

Over the past five years, there have been 618 students enrolled in the BGS program. Below are some characteristics of these students during that time.

- 37.2% are First Generation students with an additional 21% of students whose status is unknown
- 12.3% are from outside of Missouri
- 6.5% are first-time Transfer Students
- 14.5% are Re-admitted Degree Seeking students.
 - Note that one of the goals of the BGS program when it was proposed was to help recruit back to MSU students who had stopped attending with 100 or more credit hours complete.
- 53.88% have identified as Female and 46.12% as Male.
- Race and ethnicity data are below.



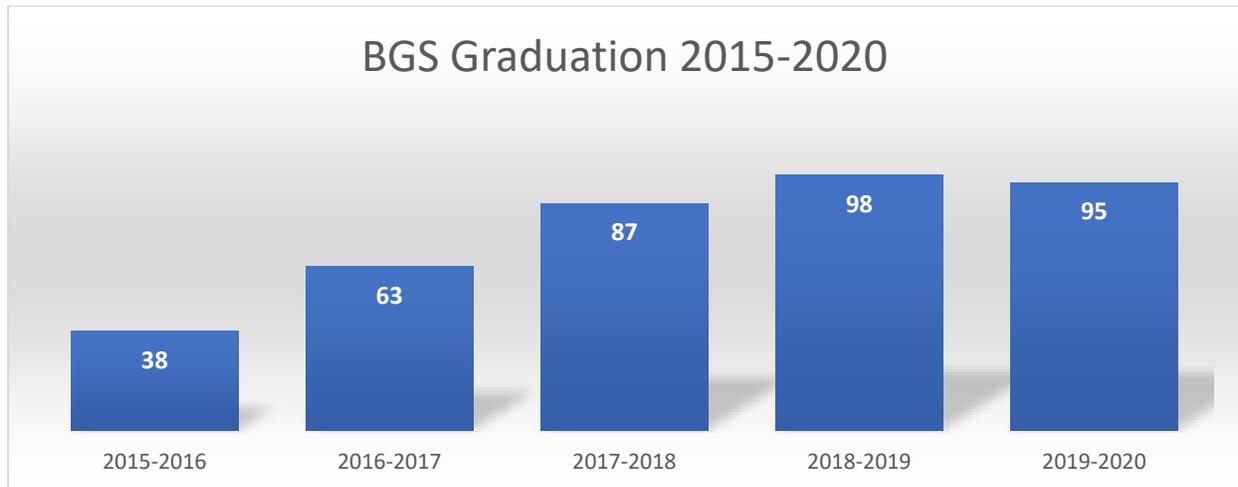
Current BGS Enrollment (October 2020)

Currently, there are 155 students declared BGS and preadmitted BGS. These students are advised by three academic advisors in the Academic Advising and Transfer Center.

Graduation

Since the inception of the BGS program, we have graduated 383 students.

This graph shows graduation per academic year.



Of these 383 graduates:

- 27 graduated with University Honors
- 5 graduated from the Honors College
- Cumulative GPA is 2.91 and 2.89 MSU GPA
- Completed with a mean of 128 credit hours. Range of 120 minimum and a maximum of 217 credit hours
- Of note, our oldest graduate of the program first attend MSU in the 1960s and left to serve in the Vietnam War

Submitted by,

Amy Marie Aufdembrink

Lead BGS advisor

Assistant Director, Academic Advising and Transfer Center

Division of Student Success