The meeting was called to order at 3:15 p.m. by Laura Davis (Chair)

PRESENT: Laura Davis, Anna Turnage, Katie Yelinek, Craig Young
ABSENT: None

Prior to the meeting and via email the committee agreed to two agenda items:
- Discussion of the use of gender as a characteristic to exclude candidates for a university appointment; and
- Recap of the committee’s work over the semester

1. Discussion of the use of gender as a characteristic to exclude candidates for a university appointment
- Committee reviewed reports in the Press Enterprise, an email from the administration, and other information recounting the exclusion of men for consideration as the Interim Director of the University Honors Program. The committee determined that based on available information gender was used in a discriminatory manner in appointment process.

- Following a discussion, the committee concurred that confirmation from the President was needed to assure faculty that such practices would not be used in future appointments. L. Davis agreed to prepare a draft letter for the committee’s consideration requesting such a confirmation. Specific content of the letter was decided.

2. Recap of the committee’s work over the semester
- During the fall 14, the committee work was focused on revising PRCP 6814 Harassment and Discrimination, and met ad hoc due to L. Davis’s sabbatical. The committee compiled a list of ad hoc actions that included:
  - C. Young met with Bob Wislock on Monday, September 8, 2014 to discuss revisions to PRP 6814 Harassment and Discrimination (the policy).
  - Full committee met on Friday, October 10, 2014 to discuss final revisions of the policy.
  - L. Davis met with APSCUF Exec Council to discuss revisions.
  - C. Young attended Meet and Discuss on Thursday, September 25, 2014 for First reading of the policy.
  - L. Davis and C. Young attended Meet and Discuss on Thursday, October 16, 2014 for Second reading of policy.
  - C. Young attended Forum on Wednesday, October 22, 2014 for First reading of the policy.
  - L Davis attended Forum on Wednesday, November 12, 2014 for Second reading of policy where it was approved.
  - PRP 4789 Harassment and Discrimination Policy (formerly 6814) was approved and implemented.

3. Future Business
- Discussion of Clery Act notifications on campus and whether they could be drafted in a way to discourage conduct of the type reported in the notifications, along with warning the campus community of the event. Davis agreed to research the Act and its requirements. Matter to be taken up in Spring 2015.

The meeting was adjourned at 4:00 p.m.
December 2, 2014

Dr. David Soltz, President  
Bloomsburg University  
Carver Hall  
400 East Second Street  
Bloomsburg, PA 17821

Dear President Soltz,

The mission of the Bloomsburg University Gender Issues and Social Justice Committee (GISJC) is to ensure no member of the campus community experiences discrimination due to age, disability, gender, marital status, national origin, race, sexual orientation, gender identity, or gender expression. While the GISJC venerates diversity, we are aware that the fruits of a diverse campus community will only grow in ground that is unspoiled by discriminatory treatment of any of its members. Thus, we were alarmed to learn that gender was used as a basis to exclude candidates from appointment as the Interim Director of the Honors Program.

We understand that action has been taken to rectify the appointment process in this instance. However, because the notion of inclusivity and nondiscrimination is so central to the University’s mission, a timely explanation of corrective actions taken is warranted from the administration, rather than the local newspaper. Such a statement made to the campus community would reassure each faculty member that they will be fully considered and evaluated on their skills and performance, rather than on their race, gender, age, or any other personal characteristic.

The effect of these events has been unpleasant for the faculty involved and, undoubtedly, for the administration. However, these events offer a valuable opportunity for the university to recommit to our campus mission of inclusivity. A statement from you acknowledging the mistake and explaining the remedial action taken would be a demonstration of the university’s stated values of community, diversity, integrity, personal and professional growth, and respect. The GISJC encourages you to take advantage of this opportunity and move the campus forward.

If the GISJC can be of assistance to you in this matter, we are willing to do so. In any event, please advise whether you plan to address the faculty on the administration’s use of protected characteristics in appointment and hiring processes, and if so, your anticipated timeframe.

Sincerely,
Members of the Gender Issues and Social Justice Committee

Laura Davis, Chair
Anna Turnage

Kathryn Yelink
Craig A. Young

Cc: Dr. Ira Blake, Provost  
Dr. Robert Wislock, Deputy to the President for Equity  
Dr. Steve Kokoska, President, BU Chapter, APSCUF

Waller Administration Building • Bloomsburg University • 400 East Second Street • Bloomsburg, PA 17815-1301  
(570) 389.4329 • Fax (570) 389.3890
December 5, 2014

Dear Members of the APSCUF/BU Gender Issues and Social Justice Committee:

Thank you for sharing your concerns about the administration’s use of protected characteristics in appointment and hiring processes, specifically the selection of the Interim Director of the Honors Program, in your letter dated December 2, 2014. As you noted, actions have been taken to rectify the appointment process in this instance.

I have asked the person directly involved in this occurrence, Provost and Senior Vice President Ira Blake, to meet with you to address your concerns and questions. Dr. Blake has been very forthcoming in acknowledging a misinterpretation on Title VII of the Civil Rights Act and reopening the position for further consideration of all candidates nominated by the deans of the four colleges. She also has recused herself from the selection process. Acting Vice Provost, George Agbango, will make the decision in consultation with me.

Please contact Dr. Blake’s assistant Amy Osborne, at 570-389-4308, to schedule a time to meet.

I appreciate GISJC’s dedication to diversity and encourage your committee to continue working constructively to improve inclusivity and promote a culture that values diversity on Bloomsburg University’s campus. The Provost and I certainly join you and the entire Bloomsburg University community in those efforts.

Sincerely,

David L. Soltz, Ph.D.
President
Gender Issues and Social Justice Committee  
Minutes of meeting on January 30, 2015  

Present: Anna Turnage, Katie Yelinek, Craig Young, Laura Davis  
Absent: None  

1. Discussed the purpose of the meeting with Provost Blake, proposed by President Soltz, regarding the exclusion of men for consideration as the Interim Director of the Honors Program. Agreement reached that the committee would like three issues addressed in the meeting: what factors lead the provost to limit the pool of candidates to females, what safeguards have been put in place to prevent future occurrences; and, how the GISJC can assist. Davis to contact Amy Osborne to schedule meeting.  

2. Reviewed GISJC information on the ASCUF website and confirmed the information was updated and correct.  

3. Committee goals for the Spring 15 semester to include  
   a. addressing the tone of “victim blaming” in Cleary Act announcements and BU sexual assault and harassment programs. Davis to present requirements for Cleary notices at next meeting. Members to watch the current BU sexual assault and harassment training before next meeting.  
   b. review of BU policies that may address gender or social justice issues. Davis to determine scope of review done last semesters and report at next meeting.  
   c. review of affirmative action or other taglines used in BU position announcements to check for consistency. Katie Yelinek will ask her student worker to search the job announcements on the BU site.  

4. Next meeting scheduled for February 27 at 2:00 in SH348.  

Submitted by Laura Davis
Gender Issues and Social Justice Committee

Minutes of meeting on Feb. 27, 2015

Present: Laura Davis, Anna Turnage, Katie Yelinek and Craig Young

1. Discussed the March 20, 2015 meeting with Provost Blake regarding the process used to hire the Interim Director of the Honors Program. A draft agenda was discussed to send to Provost Blake in advance of the meeting.

2. Discussed writing a letter to the Chancellor regarding the process used to hire the Interim Director of the Honors Program. It was decided that the committee would hold off until after the meeting with Provost Blake.

3. Discussed the wording of Clery Reports from the university and whether or not there was a legal requirement for the way the reports are worded.

4. Discussed the need for uniform boilerplate language for all job advertisements with regard to hiring diverse populations. The committee conducted a survey of all job ads posted to the University’s website and found that the language differed between ads. Anna Turnage volunteered to send an email on behalf of the committee to Bob Wislock in the Office of Social Equity to have a meeting to discuss the possibility of generating and requiring uniform language in all job ads.

5. Discussed having guest speakers attend future GISJ meetings to share concerns on campus regarding social justice issues. Craig Young offered to invite speakers for future meetings.

6. Meeting was adjourned

Submitted by Anna Turnage
The GISJ Committee, with prompting from President Soltz, requested a meeting with the Provost to discuss concerns regarding the alleged use of exclusionary criteria during the selection of an interim director of the Honors Program that may have violated federal statutes. The meeting began just after 2:30pm in the Provost’s Office in Carver Hall.

Prior to the meeting, Dr. Davis sent an agenda to the Provost asking that we discuss what happened in the incident, what steps have been implemented to ensure the situation is not repeated, and what the Committee can do to help ensure the campus community is protected with regards to hiring.

Dr. Blake explained the issue arose due to her not having reread Title VII. In asking for specific criteria to be considered in selecting for the position, she was attempting to enhance diversity and inclusion. The move was not meant to be exclusionary. It was more a symbolic way to allow historically marginalized populations the ability to “move up.” Dr. Blake referenced page 2 of the article that appeared in the Press Enterprise regarding how the university handled the situation and asked the committee how we should move forward in the future.

Dr. Davis agreed with Dr. Blake that there seems to be a generational divide when it comes to historical understandings of discrimination regarding race and gender and that the situation can be a bit tricky. She asked Dr. Blake to explain how individuals at the university now know how to approach encouraging diversity without discriminating.

Specific to this incident, Dr. Blake explained that she started with the Deans and asked them to submit names for the interim position. When those names were found unsuitable, Dr. Blake asked the Deans to submit different names that possessed different profiles. She stated that she was trying to determine ways to bring people in and then develop their skills so that they can contribute to the university community more fully. Many of these understandings and explanations occur through verbal conversations.

Dr. Davis then offered how hiring practices that seek to include multiple profiles must follow a process that casts the broadest net possible. Dr. Blake agreed and explained that she owned her mistake and took it upon herself to learn what the law states and how to follow the law. The provost was attempting to create opportunities for different populations to grow and succeed.

Dr. Blake then had to take an important phone call and asked the committee to step out.

When we returned, Dr. Davis asked specifically what will be different in future searches. Dr. Blake stated that policy would be consistent with Title VII and the CBA. She did not specify any particular mechanisms in place to remediate potential problems with exclusionary hiring practices. Dr. Blake asked the committee what our recommendations would be to ameliorate the problem. Dr. Young offered suggestions about creating opportunities inside programs and departments to allow appointed faculty to develop skills that will make them more marketable in formal searches.
Gender Issues and Social Justice Committee

Minutes of meeting on March 20, 2015

Present: Laura Davis, Anna Turnage, Katie Yelinek and Craig Young

Guests Present: Matthew Barcus and Monica Johnson

1. Matthew Barcus, the Coordinator of LGBQTA Student Services, and Monica Johnson, the Coordinator of the Women’s Resource Center, introduced themselves and explained the programing and outreach to students that they do. Both expressed concern that they are on 9-month contracts, which creates a gap in student services during the summer. The committee will investigate the possibility of advocating for 12-month contracts for both positions.

2. Matthew Barcus and Craig Young also raised the issue of the need for a preferred name policy on campus. This policy would allow students to designate a name other than their legal name by which they would like to be addressed, listed on class roster, and used in other university functions. The committee will investigate how best to raise this issue.

3. The meeting with the Provost, which occurred directly before this meeting, was discussed. This meeting was to clarify what occurred when gender was used as a criterion for hiring the Interim Director of the Honors Program. It was agreed that a longer discussion by the committee is needed in order to respond to this meeting. Also, Craig Young and Laura Davis will report back at the APSCUF Executive meeting on Friday, March 27.

4. Laura Davis gave a quick update on her research into the Clery Report language. The warning that campuses must distribute is not proscribed, but the samples given are close to what BU uses. There is no proscription on the language used to advise students on how to avoid becoming involved in a dangerous situation. The committee will review further how the university might avoid victim blaming in the Clery Report notices.

Submitted by Katie Yelinek
The meeting was called to order at 2:00 pm by Laura Davis (Chair)

PRESENT: Laura Davis, Anna Turnage, Katie Yelinek, Craig Young

ABSENT: None

1. The current agenda and minutes from 20 March 2015 were approved unanimously with minor corrections.

2. L. Davis and C. Young offered an update regarding our report to Executive Council regarding the meeting with the provost. APSCUF is supportive of the committee’s work offering no specific suggestions regarding our next steps with this matter. They did encourage us to send any further correspondence to the provost, the president, the chancellor, and APSCUF leadership. Additionally, we were asked to consider copying the Board of Trustees on this matter.

A. Turnage and C. Young met with the Office of Social Equity to ascertain their involvement in this matter. B. Wislock explained that he was involved in the process. However, the content of his involvement and the timeline of events regarding his involvement were unclear.

The committee agreed that the provost asked for our suggestions on how to ensure this issue does not occur again. C. Young was asked to draft a letter expressing the committee’s view that a policy regarding fair hiring/appointment practices be composed noting the importance of Social Equity being involved and heeded throughout the process.

3. The Committee decided that we would post the minutes from our meeting with the Provost on the APSCUF Web site along with minutes from our other meetings.

4. L. Davis presented a letter that she drafted after our meeting with the Coordinators of the Women’s Resource Center and the LGBTQ Resource Center encouraging that their contracts be extended to include the summer months. The Committee was asked to offer revisions and edits and return them to L. Davis.

5. A. Turnage and C. Young reported on our meeting with Social Equity regarding inclusive language to be included on all future university job postings. B. Wislock indicated that there should be no problem including the presented language in the Search & Screen Policy that is currently under consideration. He supports this boilerplate statement’s inclusion:

_Bloomsburg University does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, ancestry, disability, or veteran status in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and University policies. The University encourages applications from historically under-represented individuals, women, veterans, and persons with disabilities and is an AA/EEO Employer._

The meeting was adjourned at 2:45 pm.