

**Council of the Princeton University Community
Minutes, October 12, 2015**

Minutes of a meeting of the Council of the Princeton University Community held October 12, 2015 in 101 Friend Center. Present were Council members Ms. Banks, Mr. Boyle, Professor Braverman, Ms. Calhoun, Mr. Cannon, Mr. Chang, Mr. Davidescu, Mr. Durkee, President Eisgruber (chair), Mr. Keller, Mr. Khoury, Provost Lee, Professor Meyers, Mr. Nan, Mr. Nuckols, Professor Priestly, Professor Stiliz, Ms. Stoneman, Ms. Taubin, Ms. Voelcker, Professor Wilcove, and Professor Wysocki. Ms. Halliday was secretary.

Order of Business; Committee Assignments

The President called the meeting to order at 4:30 p.m., and after the roll call he thanked the members of the Council for their service. He began by presenting a recommendation from the Council's Executive Committee of the annual Order of Business (Appendix A) and the current standing committee assignments (Appendix B) were approved.

Questions

A member of the Council referenced campus discussion about the mixed legacy of Woodrow Wilson especially with respect to African Americans and asked how the University was addressing these questions. Vice Provost for Institutional Equity Michele Minter underscored the importance of campus discussion and noted that Dean of the Woodrow Wilson School Cecilia Rouse had convened a planning group to explore this topic deeply.

Another question was asked about access to the eating clubs which can be a financial challenge for some students. The selectivity that can result from the exclusion of some students because of finances can contribute to a divided campus. The President pointed to the University's generous financial aid program which makes allowance for eating club membership costs. He noted that each year financial aid is reviewed and Robin Moscato, the director of financial aid, planned to meet with students who had raised these questions. In addition, the University has made recent efforts to help the clubs control their own costs and so that membership can be more affordable and these cooperative efforts will continue.

Emergency Management Update

Executive Vice President Treby Williams reminded the Council that last May there had been a discussion about improvements in the works for emergency management. She invited her colleagues, Paul Ominsky, the executive director of Public Safety, and Robin Izzo, the director of Environmental Health & Safety, to report on changes. Ms. Izzo underscored the importance of good communication and previewed changes to be introduced this fall including the option to sign up for non-emergency notifications (like weather) and a new App that visitors also will be able to use. She encouraged members of the community to take the emergency preparedness training which is available, either in person, or online (through <http://emergency.princeton.edu/>).

Mr. Ominsky described recent changes in national protocols for responding to an individual or individuals with firearms that underscore rapid response by an armed officer. Following these changed protocols, Public Safety is enhancing its response, providing DPS police officers with access to a rifle for use only in rare situations that involve an active shooter / brandishing a firearm, thus making DPS a “force multiplier” for the Princeton Police Department. The change has the support of the Princeton Police. A copy of the powerpoint regarding this update is attached as Appendix C.

Report on Recommendations by the Special Task Force on Diversity, Equity, and Inclusion

Vice Provost for Institutional Equity Michele Minter reported on progress fulfilling the recommendations reported in May from the Special Task Force on Diversity, Equity, and Inclusion. She gave the examples of a change in the focus of the Carl Field Center to make it more accessible to students and the creation of a senior position focused on diversity, equity and inclusion. Training and new educational materials to address bias have been or are being prepared, and she gave the example of training for Directors of Student Life in the Residential Colleges and faculty academic advisers. Creation of curricular offerings for academic credit will require more time but are being considered by Dean Dolan’s task force on general education, and the Provost had created a fund for Cultural Studies to support innovations focused on identity and diversity. Ms. Minter underscored the desire for more transparency, for instance regarding demographic data, noting that the Office of Institutional Research’s website now includes a diversity data section.

During the engaged discussion that followed, Ms. Minter explained that training is being done at the department level for graduate students and assistants in instruction on diversity, equity and inclusion and for Residential Colleges about how to respond to harassment and discrimination. A task force on general education requirements chaired by the Dean of the College will consider co-curricular programs about diversity. There was discussion about various possibilities for continuing both to make data accessible and to collect data that can measure the effectiveness of these recommendations. It was suggested that focus groups might help provide a deeper, fuller look at campus climate issues. The importance of accountability was underscored. Ms. Minter reminded the council that the Provost has general oversight of all issues related to diversity, equity and inclusion. The University Student Life Committee, a standing faculty committee that includes students, will have ongoing oversight responsibility. In addition, senior members of the administration who oversee campus life will be charged with making sure that there is accountability. [The website maintained by the Office of the Provost <http://inclusive.princeton.edu/progress/taskforce> has information about recommendations and their implementation, and is a useful ongoing resource for up-to-date news and a place to provide feedback.]

Survey regarding inappropriate sexual behavior

The President introduced the next agenda item on the findings of the “[We Speak](#)” survey on inappropriate sexual behavior. He described the findings as “heart breaking”—the numbers of students responding that they had experienced sexually inappropriate behavior is “too high” and he called on all members of the University community to work on addressing these problems. He offered to stay at the end of the meeting to continue discussion about the topic and introduced Professor Deborah Nord, co-chair of the Faculty-Student Committee on Sexual Misconduct to give

the report about the survey. Last year the committee worked to institute changes in procedures to address sexual misconduct and to develop the Princeton-specific survey. In the current year, the committee plans to pursue programs and address areas suggested by the survey results. She noted that the numbers of incidents of sexual misconduct while not surprising are dismaying. They are comparable to those now reported by other institutions. She described the open meetings her committee has been holding to gain insight from the community about the survey and to discuss ways to address these problems. She reviewed some of the recurring themes from the survey and discussions including bystander intervention, the role that alcohol plays in these situations, the reasons that incidents are not reported and how to improve the survey for the next time that it is given.

The wide-ranging discussion that followed made reference to these recurring themes. It was noted that while alcohol and social interactions in the eating clubs and elsewhere may play a role, examples of conduct that is sexually inappropriate occur in classrooms as well, in discussions about gender relations. These are very much societal issues. Efforts are being strengthened to educate all of the campus about these problems and how to address them. The Program in Gender and Sexuality holds workshops and the McGraw Center has many resources available for faculty and instructors. In addition, faculty in the Keller Center for Innovation have reached out to Michele Minter to explore how to bring to bear research discoveries that can help identify solutions. Information was provided about training that freshmen receive before they come to campus. Consideration is being given to timing this training in the best possible way. The council discussed how the recent discipline changes concerning sexual misconduct have influenced campus life.

At the end of the discussion the President underscored the importance of student engagement, as discussed by students during the meeting. He thanked members of the Faculty Student Task Force on Sexual Misconduct for their continuing work.

The meeting was adjourned at 5:45 p.m.

Respectfully submitted,

Ann Halliday
Secretary