



200 YEARS

INDIANA UNIVERSITY BICENTENNIAL

# Responding to Sexual Harassment and Bullying

**CGS Annual Meeting Pre-Meeting Workshop**  
**December 4, 2019**

*Suzanne C. Adair, Pennsylvania State University*  
*Wendy J. Smith, Illinois State University*  
*James C. Wimbush, Indiana University*



200 YEARS

INDIANA UNIVERSITY BICENTENNIAL

# **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



200 YEARS

INDIANA UNIVERSITY BICENTENNIAL

# The University Graduate School

Fall 2019  
Enrollment

IU Bloomington

IUPUI

Five Regional Campuses

*Master's Programs*

655

580

168

*Doctoral Programs*

2,949

398

N/A

*Total Graduate Students*

3,604

978

168

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)



200 YEARS

INDIANA UNIVERSITY BICENTENNIAL

# 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. Loba**, *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



200 YEARS

INDIANA UNIVERSITY BICENTENNIAL

# **An Example of Current Work at IU to Address Sexual Harassment and Gender Discrimination**



200 YEARS

INDIANA UNIVERSITY BICENTENNIAL

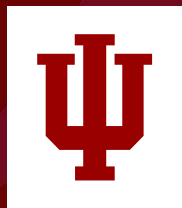
# Faculty Men Allies for Gender Equity Workshop





## 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



**INDIANA UNIVERSITY**  
BICENTENNIAL