Dealing with Behavioral Issues

ADCO Workshop
March 29, 2012
Is the claim an act of discrimination or sexual harassment from faculty or staff towards a student?

Does the situation involve faculty or staff misconduct?

Does the situation involve student misconduct, academic and/or personal issues?

Does the student seem to have an alcohol problem? Was the student a victim of sexual assault or is aware of a situation?

**Starting Points: A Guide for Chairs**

**Faculty/Staff Relations**
Kirk Eslinger
963-2267

**Equal Opportunity**
Staci Sleigh-Layman
963-2205

**Student Success**
Richard DeShields
963-1515

**Wildcat Wellness**
Andrea Easlick
963-3233

*No matter who you call, trust you will find a resource!*
Disability Services
   Staci Sleigh-Layman x2205, BOU205

Faculty Relations
   Deb Schriber-Barkley x2138, BOU140

Ombuds
   Donna Kramer x1466, BOU104

Staff Relations
   Kirk Eslinger x2267, BOU140

Student Conduct & Responsibilities
   Richard DeShields x1515, BOU204

Student Medical & Counseling Clinic
   Rhonda McKinney x1391
   Randy Robinette x1391

University Police
   Mike Luvera x2959

Wildcat Wellness Center
   Andrea Easlick x3233, SURC139
Ask for help or assistance. It is fine to say to someone, “I don’t know but I’ll get back to you.”

Be intentional. Build partnerships with other chairs. Build trust with faculty and students so they will come to you. Do what you say you will do. Be direct.

Communicate. *Listen*, don’t feel like you have to talk.

Deal with things when they are small. Don’t wait for an explosion. Don’t panic. Take things slow. Take a deep breath. Stave off emotions.

Early communication with your Dean.
Case Study

A group of students came to you with a concern about a full-time non-tenure track faculty member in your department. This faculty member’s assignment includes teaching the introductory English course sequence. The students were concerned by the instructor’s portrayal one day in class of the Pope as homophobic and felt the instructor made other anti-gay and anti-Catholic remarks in the context of her religious beliefs. The students wanted the situation addressed immediately, preferably with the instructor not continuing to teach the introductory sequence the following quarter. How would you proceed?

Suppose, upon gathering additional information, you find this is the third situation that has occurred in the past several years for this instructor. Does this change your response?

Suppose, upon gathering additional information, you find that one of the main accusers has failed the course previously. Does this change your response?

Suppose instead that this was an instructor teaching an introductory physics sequence. Does this change your response?
Questions?