

## University of California Santa Cruz

### **A guide on Best Practices for Graduate Students Impacted by SVSH**

**This Action Applies to Rubric Item(s):** 19, 20, 22

#### **Description of Work:**

Several high-profile instances of sexual violence/sexual harassment (SVSH) at our institution have involved interactions between faculty and graduate students. More broadly, as recognized in the NASEM 2018 report and other documents, several characteristics of these relationships (male dominated in some disciplines; hierarchical and dependent relationships between faculty members and graduate students; isolating environments) create higher levels of risk for sexual harassment. And because of the dependence of graduate students on faculty mentors for different types of support, guidance, and promotion in the discipline, the disruption for a student associated with both the reporting of SVSH and the investigation and outcome of a report can be great.

The Beyond Compliance initiative at UC Santa Cruz, which was formed in 2016, seeks to define concrete mechanisms that administrators and faculty can adopt, above and beyond what is required by law or policy, to address SVSH on campus. The committee is co-chaired by a senior faculty member and a senior administrator, and it includes faculty members, graduate students, and key staff who are working to address SVSH and its consequences. The committee recognized the cascading impacts of SVSH on graduate students and decided to assemble a quick guide on best practices to remediate these impacts.

The guide considers a range of potential negative consequences for a graduate student who has experienced and reported SVSH. These include loss of the individual(s) as advisor, classroom professor, committee member, or letter writer; financial impacts due to loss of teaching assistant or research assistant support, and also health insurance if the student takes a leave; slowed academic progress; challenges meeting residency requirements if the student moves away from campus to access support; and scenarios around journal submissions and grant proposals. For each potential impact, the guide identifies a point person or persons and any units with ultimate responsibility for ensuring that the issue is addressed, from the chair or director of graduate studies in the department, to the divisional dean, to the dean of graduate studies, to the campus provost/vice chancellor. The guide also identifies the office to which graduate students should report different types of conduct violations. Finally, for each type impact, the guide suggests the types of remediation the point person(s)/unit should consider and who they might consult in moving forward with remediation. An example of one of the entries on the spread sheet is supplied below.

## Year 1 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Issue	<b>Point People</b> (person/unit responsible for ensuring situation is addressed)	<b>Others Who May Need to be Involved</b>	<b>Recommended Solution/Menu of Solutions</b>
Student drops a class (e.g., due to strain of P&T hearing, Title IX investigation) which threatens the student's continued financial aid/scholarship status during the subsequent term.	Graduate Division (via Vice Provost and Dean of Graduate Studies)	Request could come in via multiple paths (Dean, chair, Title IX, etc.).	Graduate Division is likely in the best position to coordinate such exceptions/appeals with the Financial Aid office. If it becomes a situation of "covering" the cost of a scholarship etc., that may be best handled by Campus Provost/Executive Vice Chancellor.

**Next steps:** The guide was finalized in the middle of the 2019-20 academic year and sent to the Division of Graduate Studies for comment. Due to a confluence of high-profile events (a wildcat graduate student strike beginning in November, the global coronavirus pandemic, campus upset and action around the killing of George Floyd), the Graduate Division has not yet responded to Beyond Compliance. We will request comments by early fall 2020. Following this review, we will send the guide to the Academic Senate for its input (certainly to the Committee on Affirmative Action and Diversity and the Graduate Council, and perhaps the Committee on Research). When Senate review is complete, the document will be finalized and shared with all units that bear responsibility for remediating impacts on graduate students, as well as with the Graduate Student Union.

**Website for further information (if applicable):**

**Point of Contact Name:** Paul Koch

**Email Address for Point of Contact:** plkoch@ucsc.edu