

Faculty-Student Committee on Sexual Misconduct
2018-2019 Recommendations

As of April 30, 2019

Following finalization of this report, additional concerns related to sexual misconduct were raised by the community in May of 2019. As a result, the Faculty-Student Committee on Sexual Misconduct (“Committee”) will issue a supplemental report in the fall of 2019, which will be authored jointly by the University Student Life Committee.

Committee Overview

The Committee serves as an advisory group to the University President and Provost regarding Princeton’s work to prevent sex discrimination and sexual misconduct, assure effective implementation of policies and procedures regarding sex discrimination and sexual misconduct, and support students in compliance with the University’s obligations under Title IX. Co-chaired by Professor of Psychology Nicole Shelton and Vice Provost for Institutional Equity and Diversity and Title IX Coordinator Michele Minter, the Committee identifies and recommends strategies to ensure that students understand their rights under Title IX and the University’s related policy and procedures, and understand how to report possible violations of Title IX and/or the policy. The Committee also recommends strategies for improving the effectiveness of the University’s procedures, support services and resources available to students; offers input regarding programming focused on the prevention of sex discrimination and sexual misconduct, including outreach and educational activities; and provides consultative support for annual climate surveys. The Committee’s recommendations are not intended to address concerns that may arise in the context of individual cases or experiences, which are addressed through the Title IX investigation and adjudication process.

The 2018-2019 Committee was composed of the following members:

- Nicole Shelton, Stuart Professor of Psychology, Co-chair
- Michele Minter, Vice Provost for Institutional Equity and Diversity, Co-chair
- Kathleen Deignan, Dean of Undergraduate Students
- Jacqueline Deitch-Stackhouse, Director of the Sexual Harassment/Assault, Advising, Resources and Education (SHARE) Office
- Hendrik Hartog, Class of 1921 Bicentennial Professor in the History of American Law and Liberty, Professor of History
- Frederick Hughson, Professor of Molecular Biology
- Peyton Lawrenz, Class of 2019
- Abigail Novick Hoskin, Graduate Student, Princeton Neuroscience Institute

- Nicholas Wu, Class of 2019
- Michael Zhang, Graduate Student in Art and Archaeology¹

Update regarding 2017-2018 Recommendations

The following recommendations from the Committee's [2017-2018 report](#) have been implemented:

- Expand new faculty orientation;
- Create supplemental training for Directors of Graduate Studies and Department Chairs;
- Redesign faculty/staff online training;
- Develop supplemental “booster” trainings for faculty;
- Develop a list of “best practices” for faculty;
- Make conflict of interest procedures more explicit;
- Expand the circle of those who are informed of relevant information related to sexual misconduct investigations of faculty member respondents;
- Provide clarity regarding the Consensual Relations with Students Policy; and
- Provide information regarding how the University handles disclosures about violations of the University's Policy on Sex Discrimination and Sexual Misconduct when faculty or staff respondents leave the University.

The following recommendations from the Committee's 2017-2018 report are in the process of being implemented:

- Provide the community with additional details regarding the types of behaviors that have occurred on our campus, as well as consequences for respondents (expected summer of 2019, at which time a five-year review can be provided); and
- Explore a standardized process through which candidates are vetted with respect to issues of sexual misconduct.

The following recommendations were referred to the Faculty Advisory Committee on Policy (FACP):

- Formalize the existing consultative process between the Dean of the Faculty and other senior administrators in determining penalties for faculty respondents involved in sexual misconduct matters;
- Consider providing three grounds of appeal to student complainants in cases involving faculty respondents; and

¹ The 2018-2019 membership can be viewed at <http://sexualmisconduct.princeton.edu/faculty-student-committee>. Student participants were nominated by the Undergraduate Student Government and the Graduate Student Government. During the 2018-2019 academic year (prior to April 30, 2019), the Committee met five times.

- Share the full penalty with complainants in cases involving faculty member respondents.

2018-2019 Recommendations²

Following careful consideration and extensive discussion, the 2018-2019 Committee recommends the following:

1. Pursuant to a recommendation from the National Academies of Science, Engineering, and Medicine, encourage departments to consider appropriate power-diffusion mechanisms, such as mentoring networks or committee-based advising, such that graduate students are not solely dependent on a single adviser for mentoring.
2. Work with the Graduate School, Office of the Dean of the Faculty, and McGraw Center to develop written adviser/advisee guiding principles, and consider how to educate both graduate students and faculty members regarding these expectations.
3. In order to prevent and respond to sexual misconduct in off-campus locations, work with the Office of the Vice Provost for International Affairs and the Office of International Programs to:
 - a. Develop best practices relating to off-campus University-sponsored or academically-related travel, including but not limited to field work, conferences, independent research, etc.
 - b. Offer training for researchers/students who are preparing for University-sponsored or academically-related travel (to include information regarding the best practices described above and information regarding support and resources available for those who have concerns related to sexual misconduct in such settings); and offer similar training to faculty/staff who advise/support students engaging in such travel.
 - c. Mandate training for faculty/staff who accompany students on University-sponsored residential travel programs.
4. Work with departments to add a module regarding preventing sexual harassment to existing mandatory compliance trainings.
5. Work with the Office of the Dean for Research to mandate additional training for faculty members who receive research funding.
6. Work with the Office of the Dean of Undergraduate Students and the Graduate School to expand training for student organization leaders.