

# **Welcome and Update on Health Sciences Center; Addressing Campus Sexual Misconduct**

**Robert G. Frank  
President  
University of New Mexico**

# Student Success

- Record high retention and graduation rates:
  - 79.5% retention, 19.1% 4-yr graduation, 49.1% 6-yr graduation
- Elimination of remedial coursework through Math MaLL and English stretch and studio courses
- Creation of four-year degree programs and Aim to Achieve graduation incentive

# Campus Revitalization



**\$215M in Projects Underway**

# Efficiency & Effectiveness

- \$12M in main campus I&G budget cuts and internal reallocations in the past three years

# Main Campus/HSC Alignment

	Administrative Function of UNM Main Campus and HSC	Consolidation Review Underway	Consolidated and Managed by Main
1.	Accounting	X	
2.	Budget	X	
3.	Capital Projects		X
4.	Compliance	X	
5.	Communications & Marketing	X	
6.	Finance	X	
7.	Government & Community Relations		X
8.	Human Resources: Benefits, Employment and Training		X
9.	Information Technologies	X	
10.	Office of Equal Opportunity		X
11.	Payroll		X
12.	Physical Plant Department		X
13.	Police Department		X
14.	Policy Development		X
15.	Purchasing & Procurement Services		X
16.	Safety & Risk		X
17.	Sponsored Projects – Pre & Post Awards	X	
18.	Strategic Support Functions	X	
19.	University Counsel	X	

- 10 out of 19 major areas are already consolidated and managed by Main UNM Staff.
- The remaining nine (9) areas are currently under review for possible opportunities to consolidate or are in the process of consolidation.

# Ongoing Reviews

- A university-wide review of **Information Technology** departments is being conducted in an effort to centralize Enterprise services to a single provider. Additional review may be needed to identify further consolidation opportunities between Main Campus and HSC.
- **Communications and Marketing** is being evaluated for opportunities to better coordinate, integrate, and consolidate functions.
- **Financial** roles in the areas of **Accounting, Budget, Finance, and Sponsored Projects** are being evaluated to ensure appropriate titling and salary; and for possible consolidation.
- **Strategic** roles for **Chief Strategic Advisors** and **Strategic Planners** on Main Campus and HSC are also being evaluated to ensure appropriate titling and salary; and for possible consolidation.
- HSC **Legal Counsel** has recently transitioned to Main Campus where it will be managed under the direction of Elsa Cole, University Counsel.
- Finally, a review is currently under way to evaluate increased integration or consolidation of Main Campus and HSC **Compliance** functions.

# **UNM Efforts to Address Sexual Misconduct**

**Robert G. Frank, President**

**Elsa K. Cole, University Counsel**

**Francie Cordova, Director OEO**

**Nasha Torrez, Dean of Students**

# Ongoing Efforts

For the past several years, we have been increasing efforts to address campus safety and sexual misconduct:

- Sexual Assault Response Team, leading to the creation of the President's Task Force on Sexual Misconduct and the launching of the LoboRESPECT initiative and Advocacy Center
- Engaged external experts, Pilgrim and Associates, to provide a review and assessment on UNM's climate for sexual violence
- Immediate implementation of Pilgrim Report (and eventually DOJ) recommendations, including clarifying and consolidating policies and procedures and improving and increasing training and outreach.

# Strategic Goals for FY17

## Increase campus safety:

- Advance a campus climate that eliminates sexual misconduct, promotes racial and cultural tolerance, and encourages free and respectful dialogue
- Begin rapid implementation as plan components are finalized

# **Department of Justice Policy and Procedures Investigation**

**Elsa K. Cole, University Counsel**

# DOJ Investigation Background

- In April 2011 Dept. of Education's Office of Civil Rights (OCR) issues a "Dear Colleague" letter clarifying that Title IX of the Education Amendments of 1972 requires schools to address reports by students of sexual assault as they are a form of sex discrimination.
- In response to growing concerns institutionally and nationally regarding sexual assault and sexual harassment, in fall 2014 UNM hires the Title IX consulting firm of Pilgrim & Associates to conduct a "climate" review of its athletics program and student housing to determine the extent of a problem that needs to be addressed and how best to do so.

# DOJ Investigation Background

- UNM receives the Pilgrim Report in early December 2014 with numerous suggestions for UNM to take to address the issue. Within a few days, the Department of Justice notifies UNM that it will be conducting a Title IX policy and procedures review of the Albuquerque campus regarding reports of student sexual assault and harassment.
- Although OCR has opened and conducted numerous investigations on campuses across the country of sexual assault incidents, this is the only one DOJ has undertaken alone and is solely focused on policies and procedures, not any particular incident.

# DOJ Investigation

- January 2015 DOJ begins its review. UNM cooperates fully in the review. It sends DOJ 1000's of pages of documents and arranges per DOJ's request for on-site interviews and confidential consultations that occur in April and May 2015. It also keeps DOJ informed about the steps UNM is taking to implement the Pilgrim Report recommendations.
- After DOJ completes its review in June 2015, UNM continues to send DOJ updates on its policies, its efforts to train staff and faculty about UNM policies and to educate them and students about procedures for reporting and addressing sexual assault in ways that are timely, thorough and fair.

# DOJ Investigation

- DOJ issues its report in April 2016. It acknowledges the many efforts UNM has undertaken to address the issue of sexual assault, but still finds its policies and procedures are not in compliance with Title IX and says UNM must take additional specific steps to bring itself into compliance.

# Current Status

- UNM acknowledges that it has more work to do to be in complete compliance with Title IX and to achieve its two goals of a safe campus and fair processes for all.
- UNM's attorneys have had an initial meeting with DOJ attorneys June 22, 2016, to work on an agreement to address UNM's obligations under Title IX to prevent and address sexual harassment and sexual assault and to provide clear and consistent procedures for reporting, investigating and responding to such conduct.

# Current Status

- DOJ attorneys have recognized UNM's positive efforts since the conclusion of the investigation to work on those issues.
- DOJ has taken UNM's suggestions as to the agreement back to Washington, D.C. for review by the Department.
- UNM is continuing to augment its efforts to come into compliance and has been communicating those to the DOJ attorneys.

# **Office of Equal Opportunity Updates and Improvements**

**Francie Cordova, Director OEO**

# Office Restructuring

- Permanent Director/ADA Coordinator
- Full-time Title IX Coordinator
- Full time Clery Coordinator
- 5 investigators
- Training for all staff: Title IX intensive, FETI (trauma informed), investigative and report writing
- Legal extern
- Deputy Title IX Coordinators

# Policy & Process Improvements

- Policy 2740 (sexual misconduct)
- Policy standardization
- Re-write Discrimination Claims Process (shorten timelines, more collaboration, fair and equal)
- Internal process documents and templates (case consistency)
- Data Management System (Navex)

# Climate Survey (Spring 2016)

- UNM contracted with Soundrocket to conduct a National Campus Climate Survey
- Meets state and federal requirements for campus climate surveys
- Provides a scientifically useful survey (where are we doing well, where can we do better)
  - Benchmarks
  - Provides survey implementation strategies
- Random sample of 10,000 students
  - 29.5% response rate (2,960)
- In process of analyzing responses

# Ongoing Training

- **Sexual Misconduct Advocacy Training (July 25<sup>th</sup> & 26<sup>th</sup>, 2016)**
  - Holly Ryder Milkovich
  - Advocacy, Intimate partner violence, How not to re-victimize, helping students move forward after a case ends. Open to community.
- **Sexual Violence Summit (Spring 2017)**
  - 32 Breakout Sessions
  - Police Response
  - Compliance/Legal
  - Advocacy and Support
  - Education and Outreach
  - Open regionally and nationally

# Ongoing Training

- CLERY Act Training
  - UNM will host the Clery Center National Training Seminar in November 2017. Several nationally renowned speakers will present on Clery issues including changes in reporting, geography and safety.
- Title IX training for Responsible Employees
  - Mandatory training on Title IX and Clery for certain departments and staff.

# Training Assessment

- Development of assessment tools to measure quality, efficacy, retention, attitudes, beliefs and behavior.
  - Create surveys on training for faculty, staff and students. Survey quality, efficacy and retention.
- Student focus groups for qualitative data.
- Maintain logs of all training and event attendance.

# Increasing Collaboration

- Collaborate with UNMPD, Dean of Students, Women's Resource Center, Provost, Human Resources, student organizations, ethnic centers.
  - Training collaboration with Equity and Inclusion (hate bias), UNMPD (Safety), DOS (advocacy and bystander training), tabling events, targeted training (residence halls/athletics/Greek life)
  - MOU's and templates for pattern information.
  - SMART, LoboRESPECT

# **Dean of Students Office Advocacy Prevention, and Outreach Efforts**

**Nasha Torrez, Dean of Students**

# **LoboRESPECT, Advocacy Center**

- Confidential/ Anonymous Reporting Location for Sexual Assault or Misconduct
- 24/7 Hotline
  - (505) 277-2911. Licensed counselor available for reporting and customized resource referrals
- Advocacy and Crisis Intervention
  - Supportive Measures, such as: Absence Notifications, Leave of Absence, Short-term Loans, Tuition Appeals, Communication with Faculty and Departments (i.e. Financial Aid, Registrar, SHAC, ARC)
- Training and Outreach
  - Sexual Assault Prevention, Active Bystander Intervention, Healthy Relationships, Risk Reduction, and Consent

# **LoboRESPECT, Advocacy Center**

- Opened in September 2015
- Since inception has assisted:
  - 660 students including 72 students for sexual misconduct advocacy
- Created LoboRESPECT Student Group and Peer Mentors to encourage student involvement
- Work closely with confidential/anonymous reporting locations:
  - The Women's Resource Center (WRC)
  - LGBTQ Resource Center
- 3 Advocates between Advocacy Center and WRC

# Training & Outreach, History

Spring 2013 – WRC developed and provided training covering consent and sexual assault prevention, to student groups upon request.

Summer 2013 – College Enrichment Program Orientation Presentation, approximately 400 students received in person training. Train the trainer begins. Specific training given to athletics and Greeks. Bystander education added.

# Training & Outreach

Summer 2015 – Presentation added to New Student Orientation

Summer 2015 to date:

**7,137** students trained in person on various topics:

- Grey Area Presentation - topics include sexual assault definitions and statistics, prevention, consent, bystander intervention, and available support and resources both on and off campus
- Freshman Orientation - Summer 2015: 3,367, Summer 2016: 2,512 to date and 3,400 anticipated
- Constituent Groups (Athletes, Orientation Leaders, Resident Advisors): 190 students
- Classroom/Student Group presentations: 1,068 students
- Student outreach:
  - Peer Educator Program – peer facilitation of in-person training modules
  - LoboRESPECT Student Group – campus-wide programming initiatives

# Training & Outreach

## Upcoming:

- By December 2016, approximately 17,400 continuing students will complete mandatory online training, "Campus Clarity"
- Safety Week: workshops offered campus wide with special attention to:
  - Bystander Intervention
  - Sexual Assault Prevention
  - Healthy Relationships
- Additional Active Bystander Interventions Workshops will be scheduled in the coming semester.

# S.M.A.R.T.

## UNM's Sexual Misconduct and Assault Response Team:

- Implemented site visits and better communication of resources
- Added new members: Ombuds, LGBTQ Resource Center, Conduct Team, Housing
- Completed Case study where student presented their feedback on working with campus resources and the administrative process
- Professional development provided:
  - Secondary Traumatic Stress and Victimization
  - Understanding the criminal process
  - Accessing low cost legal services

# S.M.A.R.T.

## UNM's Sexual Misconduct and Assault Response Team

- Completed handbook with protocols from many partners:
  - WRC, Lobo Respect Advocacy Center, SHAC, CARS, UNMPD, OEO, SANE, RCCCCNM, OMBUDS, LGBTQ.
- Creation of Faculty and Staff guide
- Resource Materials
  - Updated information to better include and showcase partnerships
  - Added resource grid
- Received 22 SMART anonymous report forms which help identify trends, see referrals of community partners and track Clery numbers since August 2015 (19 reports in 2014)

# Dean of Students, Action

- Identified, developed and standardized ways to provide supportive measures to affected parties
  - Creation of handbills for students explaining supportive measures
  - Creation of Standard Operating Procedures
    - No Contact Directives
    - Supportive Measures- Academic, Housing, Financial Accommodations
    - Communication with other departments
- Created Respondent Advocacy Program
  - Identified and trained advocates for students
  - In the process of addressing staff and faculty advocacy needs and identifying advocates
- Protect the Pack
  - Strategic campus-wide marketing plan, implementation for fall 2016

# In Closing

- A safe campus that addresses these concerns in as sensitive a manner as possible, while providing a fair process for all, is of utmost importance to me and my administration.
- UNM cannot do this alone, and we stand ready and eager to expand our partnerships internally and externally to continue improving and making our campus safer.

# Partnering on Policy Reform

- Asking the committee's support and assistance on important policy issue:
  - Amend the Inspection of Public Records Act to allow the redacting of victim and witness information from public record requests
    - Currently, only the identity of the accused is redacted
    - The identity of the victim, and any witnesses is not protected and currently must be released

