

Dick Aslin & Jessica Cantlon  
(October 26, 2016)

I met with Professors Aslin and Cantlon for about 45 minutes and focused on two issues: (1) Without focusing on the specific case, were there suggestions they would have that might improve our processes with respect to Title IX and 106 cases. (2) How can we heal BCS.



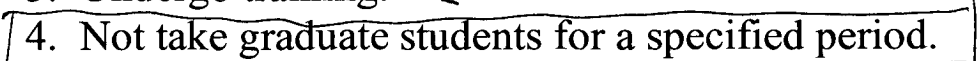
Both stressed the need to provide advocates to victims and alleged perpetrators in Title IX and 106 cases. They emphasized how difficult it was to understand the relevant standards and how difficult it is to rely on University employees in Title IX cases when the University employees may have to defend the University. Jessica also stressed that there are other relevant standards such as HR 121.

It was further strongly stressed that they felt we should consider a new standard. In effect, they stated that there were several close cases which our factfinders concluded did not individually violate our standards. When does a pattern of behavior have significance in such cases? The frat house atmosphere of a professor having parties with students – graduate and undergraduate – with drugs and alcohol was also criticized. It was asserted that some students avoided his classes to avoid being importuned.

They insisted that they never asked that he be fired. But they insisted he should not control a budget such as that he controlled as Director of Language Studies and that there should have been a moratorium on him having new graduate students or being promoted to full professor while the investigation was pending.

They were very disappointed that no statement has been made about the case either from a University official such as the department chair or from the professor involved. Instead he has stated that he has been found innocent which inflames some in the department.

## How to heal BCS?

1. Show leadership – there needs to be some sort of statement articulating a standard and expectations.
2. The professor should acknowledge fault. 
3. Undergo training. 
4. Not take graduate students for a specified period. 

As Aslin put it, “I am willing to get over this, if there is a reconciliation process.” But he stressed like South Africa, it should be a truth and reconciliation process.

Aslin stated he felt so strongly about this because three of the students who complained were his students.

I promised to circle back to Aslin and Cantlon after discussion with Peter, Gail and Gloria. I informed them that Peter had referred the question of whether the standard should be changed to the Faculty Senate.