iSchool Assembly

February 3rd, 2023

COLLEGE OF
INFORMATION
STUDIES

Agenda

- Call to order

- Review and approval of minutes from December 2nd meeting

- Review and approval of this agenda

- Dean's Update [Keith]

- Title IX [Alejandra]

- iCare [Madeline]

- New ADSI Position [Wayne]

- iSchool Inter-Lab Opportunities [Connie]

- February 14, Douglass Day [Victoria]

- Concur [Dave]

- Election for PTK Representative to University Senate [Fabian]

- Giving Day [Nancy, Katie]

- Maryland Day [Sarah]

- Black History Month [Sareil]

- Announcements

COLLEGE OF
INFORMATION
STUDIES

Dean's Update
Dean Marzullo

Title IX
Alejandra

OFFICE OF
CIVIL RIGHTS &
SEXUAL MISCONDUCT

College of Information Studies: Title IX Overview, Reporting Responsibilities, and Resources

University of Maryland

Office of Civil Rights & Sexual Misconduct

ocrsm.umd.edu

Alejandra K. Galarce Diaz
Training Manager for Policy & Prevention
agalarce@umd.edu

Content Warning

The content being addressed today is sensitive in nature.

Please take any self care or wellness break you may need.

This may include:

- Exiting the room at any point during the presentation
- Have a private discussion with an OCRSM member afterwards

Reflection Exercise

- How comfortable do you feel navigating a disclosure of sexual assault or misconduct with a student?
- How comfortable do you feel explaining your duty to report to a student/another person?
- How comfortable do you feel discussing sexual or interpersonal misconduct with your class?
- How comfortable do you feel reporting to OCRSM?
- How comfortable do you feel navigating a conversation about OCRSM's process and procedures with a student?
- How knowledgeable do you feel about resources on campus?

The Office of Civil Rights & Sexual Misconduct (OCRSM)

The Office of Civil Rights and Sexual Misconduct (OCRSM) administers the University of Maryland's **non-discrimination policies** and works to foster a **learning and working** environment **free from all forms of discrimination and harassment, including sexual misconduct.**

OCRSM is sometimes referred to as the Title IX Office.

OCRSM is tasked with responding to reports of discrimination and harassment, including sexual misconduct and conducting university-wide training & educational programming.

OCRSM provides support and resources for pregnant and parenting students.

What is Title IX?

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Title IX at UMD

- Reflects the University's commitment to addressing reports of sexual and interpersonal misconduct involving members of the UMD community

- Contains information about reporting options, supportive measures, and on and off campus resources a for parties involved in the reports of misconduct

- Sets out to define prohibited conduct

- Applies to all students, faculty, and staff

University of Maryland Policy on Sexual Harassment & Other Sexual Misconduct (Title IX)

Prohibited Conduct under policy:

Sexual Harassment

- Quid Pro Quo
- Hostile Environment
- Sexual Assault
  - Non-consensual Sexual penetration
  - Fondling
  - Incest
  - Statutory Rape
- Dating Violence
- Domestic Violence
- Stalking

Other Sexual Misconduct

- Sexual coercion
- Sexual exploitation
- Sexual intimidation
- Attempted sexual assault
- Other sex-based offenses
- **Retaliation***

Retaliation & Amnesty Provision

Policies prohibit Retaliation

- Action taken against an individual because they:
  - Reported or filed a complaint of discrimination or harassment
  - Participated in an investigation or proceeding related to a harassment complaint
  - **Can include:** intimidation, threats, coercion, discrimination, retaliatory harassment

Amnesty Provision (Title IX)

- A student who reports Prohibited Conduct to the University or law enforcement or who participates in an investigation either as a Complainant or witness will not face disciplinary action for violating University drug and alcohol policies

OCRSM Procedures + Rights for Parties Overview

After a report is received…

The Title IX Coordinator…

- …assesses immediate safety needs of parties involved and the campus community
- …conducts an initial assessment of incident
- …collaborates with campus partners on a need-to-know basis to provide supportive measures to the parties

Outreach to parties

- Email may be sent to reporter if more information is needed to move forward with outreach to involved parties
- Outreach email is sent to the party who the report identifies as the complainant
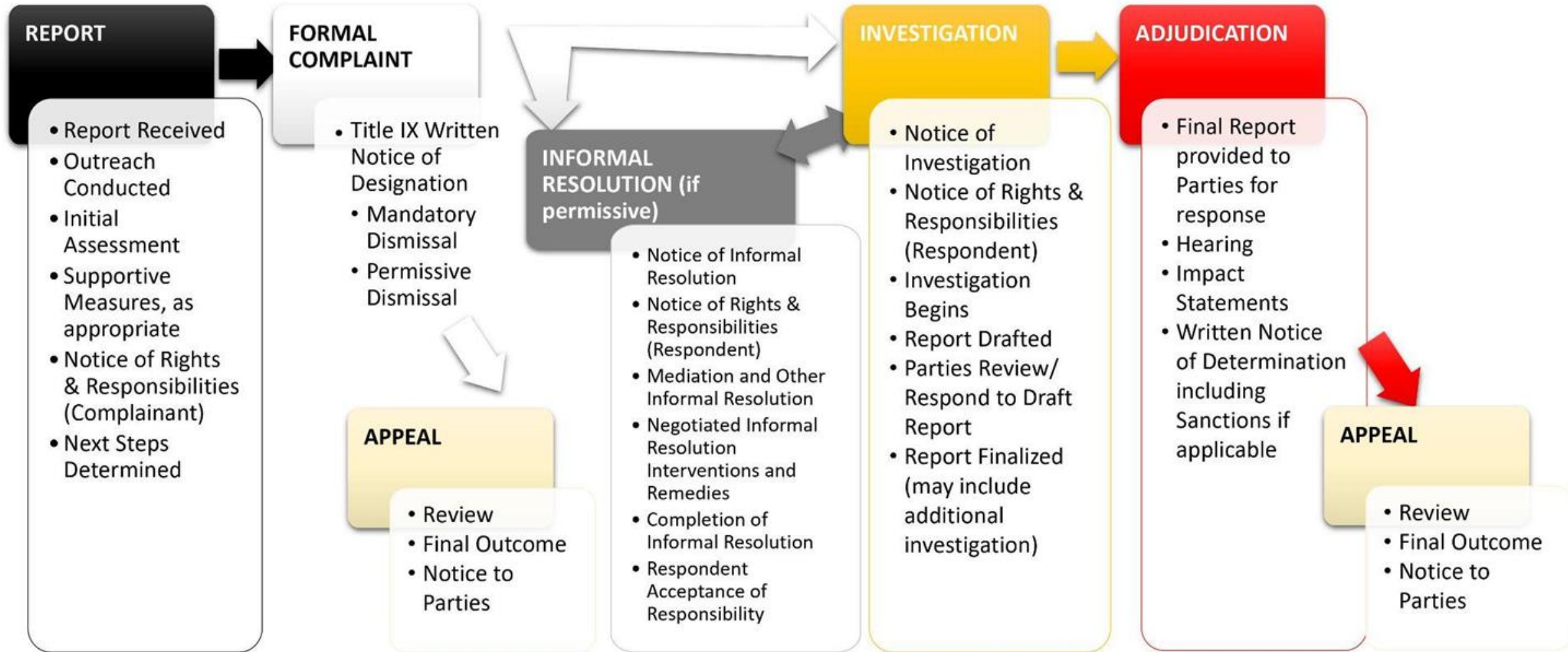- Invitation to discuss supportive measures and options for addressing report is sent to the complainant

As a Responsible University Employee, you should…

- …expect limited follow-up
- …trust that outreach happens and appropriate actions are taken
- …be aware that you may be contacted on a need-to-know basis
- …make sure you know resources available on campus to be able to help support someone that discloses to you

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Sexual Harassment and Other Sexual Misconduct Process

REPORT
- Report Received
- Outreach Conducted
- Initial Assessment
- Supportive Measures, as appropriate
- Notice of Rights & Responsibilities (Complainant)
- Next Steps Determined

FORMAL COMPLAINT
- Title IX Written Notice of Designation
- Mandatory Dismissal
- Permissive Dismissal

APPEAL
- Review
- Final Outcome
- Notice to Parties

INFORMAL RESOLUTION (if permissive)
- Notice of Informal Resolution
- Notice of Rights & Responsibilities (Respondent)
- Mediation and Other Informal Resolution
- Negotiated Informal Resolution Interventions and Remedies
- Completion of Informal Resolution
- Respondent Acceptance of Responsibility

INVESTIGATION
- Notice of Investigation
- Notice of Rights & Responsibilities (Respondent)
- Investigation Begins
- Report Drafted
- Parties Review/ Respond to Draft Report
- Report Finalized (may include additional investigation)

ADJUDICATION
- Final Report provided to Parties for response
- Hearing
- Impact Statements
- Written Notice of Determination including Sanctions if applicable

APPEAL
- Review
- Final Outcome
- Notice to Parties

UNIVERSITY OF MARYLAND

Access the Sexual Harassment and Other Sexual Misconduct Process Graphic - OCRSM Webiste

Rights for All Parties

- The right to file a report or complaint to the Title IX office

- Access to supportive measures

- Prompt, fair, thorough, and impartial process

- Advisors/Support persons

- The right to appeal

- Respect and dignity

Your role as a Responsible University Employee (RUE)

Responsible University Employee (RUE)

*All UMD Faculty are Responsible University Employees and are required to notify the Title IX Coordinator when they **become aware of any type of sexual or interpersonal misconduct***

RUEs on-campus at UMD:
- University Administrators
- Supervisors
- Faculty/Instructors
- Teaching/Graduate Assistants
- Academic Advisors
- All ResLife Staff
- Campus Police
- Athletic Coaches & Trainers
- Non-confidential First Responders

For Questions About Reporting Obligations, visit OCRSM's Website

How to report a disclosure of sexual misconduct or discrimination

Persons may report allegations of sexual misconduct or discrimination at any time and are encouraged to report promptly

Sexual Harassment & Sexual Misconduct Reporting Form

Click Here to go to the Report Form

Discrimination Report Form

Click Here to go to the Report Form

Contact OCRSM + Director/Title IX Coordinator, Angela Nastase

Email: titleixcoordinator@umd.edu
Phone: 301.405.1142
Walk-In: 3101 Susquehanna Hall

How to respond to a disclosure of sexual or interpersonal misconduct

Focus on building a sense of safety and empowerment

Explain your duty to report

Thank them for trusting you

Connect them with the OCRSM & other resources

Click here for Steps to Take Following a Sexual Assault, provided by OCRSM

Sample Script: Explaining Your Duty to Report

Supportive Measures & Resources

Supportive Measures

- Non-disciplinary, non-punitive individualized services offered to restore or preserve equal access to Education Programs or Activities
- Filing a formal complaint is not required to receive supportive measures

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OFFICE OF CIVIL RIGHTS & SEXUAL MISCONDUCT

SUPPORTIVE MEASURES

ABOUT

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent.

Restore or preserve equal access to Education Programs or Activities without unreasonably burdening the other party.

OCRSM facilitates Supportive Measures in consultation with appropriate University Officials.

Available upon the Title IX Officer or OCRSM receiving notification of alleged Prohibited Conduct and **do not require the filing of a Formal Complaint.**

MAY INCLUDE:

- Academic Accommodations
- Housing Accommodations
- Employment Accommodations
- Care and Support
- Community Education
- Safety
- University Referrals
- Other appropriate, reasonably available services

EXAMPLES

- Extensions of academic deadlines
- Rearranging class schedules
- Facilitating changes in on-campus housing
- Arranging different work shifts or a temporary assignment
- Referral to CARE to Stop Violence
- Assistance in arranging appointments with University resources
- Safety planning
- No Contact Order

For more information and resources, please visit the Office of Civil Rights and Sexual Misconduct Website, see the University of Maryland Policy and Procedures on Sexual Harassment and Other Sexual Misconduct, or contact the Title IX Coordinator at titleixcoordinator@umd.edu or 301-405-1142.

On-Campus Non-Confidential Resources

ResLife's Office of Rights and Responsibilities

http://reslife.umd.edu/

Office of Student Conduct

http://studentconduct.umd.edu/

Office of Civil Rights & Sexual Misconduct (OCRSM)

https://ocrsm.umd.edu/

Bias Incident Services (BISS)

https://diversity.umd.edu/bias

University of Maryland Police Department (UMPD)

http://umpd.umd.edu/

LGBTQ+ Equity Center

https://lgbtq.umd.edu/

Access UMD's Resources Graphic - Created by OCRSM
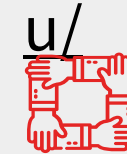
On-Campus Confidential Resources

University Counseling Center

counseling.umd.edu

Campus Advocates Respond and Educate to Stop Violence (CARE)

health.umd.edu/CARE

Faculty Staff Assistance Program (FSAP)

health.umd.edu/fsap

Behavioral/Mental Health Services (UHC)

health.umd.edu/behavioral-health

Undergraduate/ Graduate Student Legal Aid

https://undergradlegalaid.umd.edu/

https://gradlegalaid.umd.edu/

Campus Chaplains

thestamp.umd.edu/Memorial_Chapel/Chaplains

Access UMD's Resources Graphic - Created by OCRSM

Confidential Off-Campus Resources

- Domestic Violence & Sexual Assault Center (DV/SAC)
- Maryland Coalition Against Sexual Assault (MCASA)
- MCASA Sexula Assault Legal Institute (SALI)
- Maryland Coalition Against Domestic Violence
- National Sexual Violence Resource Center
- Rape Abuse Incest National Network (RAINN)
- National Network to end Domestic Violence
- National Stalking Resource Center
- End Violence Against Women International (EVAWI)

Resources for Specific Populations

Resources for groups such as:

- Members of the LGBTQ+ Community
- Men
- Individuals involved in the military
- People of Color (POC)
- People with disabilities
- Undocumented Students

Access UMD's Resources Graphic - Created by OCRSM

Title IX Liaison: Katherine Izsak

- Title IX Liaisons are accessible points of contact for students, staff, and faculty within the department/college.
- Responsibilities:
  - Support individuals in response to concerns regarding sexual and gender harassment
  - Disseminate information to members of the department about Title IX procedures and policies
  - Share and connect available campus resources to individuals with concerns about harassment, discrimination, or other behavior or practices

Reflection Exercise

- How comfortable do you feel navigating a disclosure of sexual assault or misconduct with a student?
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iCare
Madeline

Advising Team

Fabian Faccio
ADVISING MANAGER
Study Abroad,
International Students, 4+1

Corie Brown
UNDERGRAD PROGRAM COORDINATOR
Instructional Support,
Manage Student Records
and Academic Program
Specialists

Char Ploetz-Savoy
ADVISOR
Probation, Re-enrollment,
Assessments

Jaison Cooper
ADVISOR
Student-Athletes,
Mandatory Advising,
Terpengage

Sara Brookins
ADVISOR
Change of Major, SDSC

Diana Bridgett
ADVISOR
Change of Major,
Recruitment

Madeline Georgevich
ADVISOR
iCare, Orientation, InfoDesign,
Resources

Ron Padron

DIRECTOR OF UNDERGRADUATE OPERATIONS

Everything.

iCare

An early alert ticketing system…

To coordinate student outreach and support services

To build a bridge, directly linking faculty to support staff

To collect, manage, track and assess data that helps us anticipate needs and build the necessary programs to address those needs

Lassie

Best Friends Are Forever

Coming July 22 To Your Neighborhood Theatre

Examples of Academic Concerns…

A student who was previously engaged in the course has stopped attending lectures and submitting assignments, and is not responding to outreach from the instructor/TA.

A student's group members have approached the instructor/TA with concerns about their peer.

There has been a noticeable dropoff in a student's grade in the course, but they have been unresponsive to outreach from the instructor/TA. We've reached the midpoint of the semester and there is no realistic way for the student to pass the course.

Roadmap: Life Cycle of iCare

Faculty, TA, note a concern for a student

1

Faculty complete the iCare form

2

The advising team is notified of the concern and reaches out to the student

3

Advisors work with students to identify the challenges impeding their success

4

Advisors work with the student to build a success plan and connect the student with relevant campus resources

5

Advisors help establish achievable goals and monitor student progress

6

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Equity Priorities

❖ Re-engage and re-enroll underserved students

❖ Ensure equitable access to resources

❖ Eliminate administrative barriers to graduation

❖ Promote equitable learning practices and reduce DFW rates

Frequently Asked Questions

Where can I find this form?

- ❖ Confluence
- ❖ JIRA
- ❖ Sample Google Form:

https://docs.google.com/forms/d/e/1FAIpQLSemU0VvQkTdx9RxFcXoRExl9Mjbfv8ooZOerSOGCq7wAw8cUg/viewform

What is the difference between the iCare team and the iSchool advising team?

The iCare team is the iSchool Advising team! By completing an iCare form, you are helping academic advisors complete their outreach in an organized, efficient and timely manner.

Who can complete the form?

This outreach referral form connects faculty and GA's/TA's with academic advisors.

What happens to the student who is referred through the iCare form?

Advisors will review each form and reach out to connect with a student and provide support.

Advisors will also encourage students to connect with faculty and TA's.

Does this violate FERPA?

No.

I have a question about the iCare form, who may I speak with?

Contact advisors at ugadvising.ischool@umd.edu

Using "**iCare**" in the **subject line** of your message

I would like to follow up with an advisor about my student, how can I do so?

Contact advisors at ugadvising.ischool@umd.edu

Using "**iCare**" in the **subject line** of your message

Thank you!

Madeline Georgevich
mgeorgev@umd.edu

ADSI Position
Wayne

Associate Dean for Strategic Initiatives ADSI

COLLEGE OF
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FY23 College focus areas

1. Organizational culture
2. DEI strategic plan
3. INFO Commons
4. College branding
5. Social Data Science Center (SoDa)
6. Information Challenge
7. iTAP
8. Information Entrepreneurialism

* Organizational research

iSchool Inter-Lab Opportunities
Connie

Proposal to include intentional inter-lab activities to open house (and other events)

What do we want?

01

Informalize Gatherings

Open House opportunity

Potlucks

Other gatherings

02

Inter-Lab Opportunities

Cross-pollination in research

Less insular labs

03

Faculty Cross-Lab Mingling

Bridge divide between HCI / GLAM / Privacy / Others

Why do we want it?

De-Frag iSchool Identity

Facilitate Collaboration

Create Social Support Network

Specifics-ish

We want casual opportunities

- Not structured by lab
- Non-work related activities
- Let's be honest, probably food.

Examples:

Movie Nights, Cultural Celebrations, Painting Nights, Pick-Up Sports, Potlucks, Non-Academic Learning Circle Opportunities.
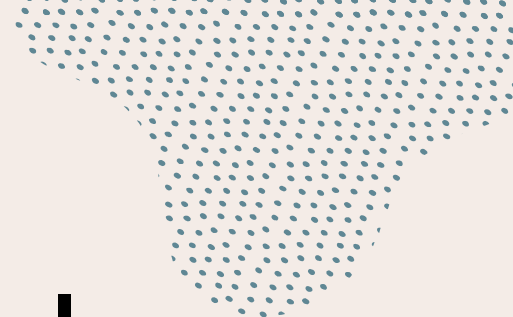
Issues to Consider

Incentivize Participation

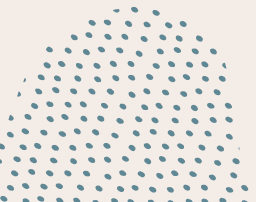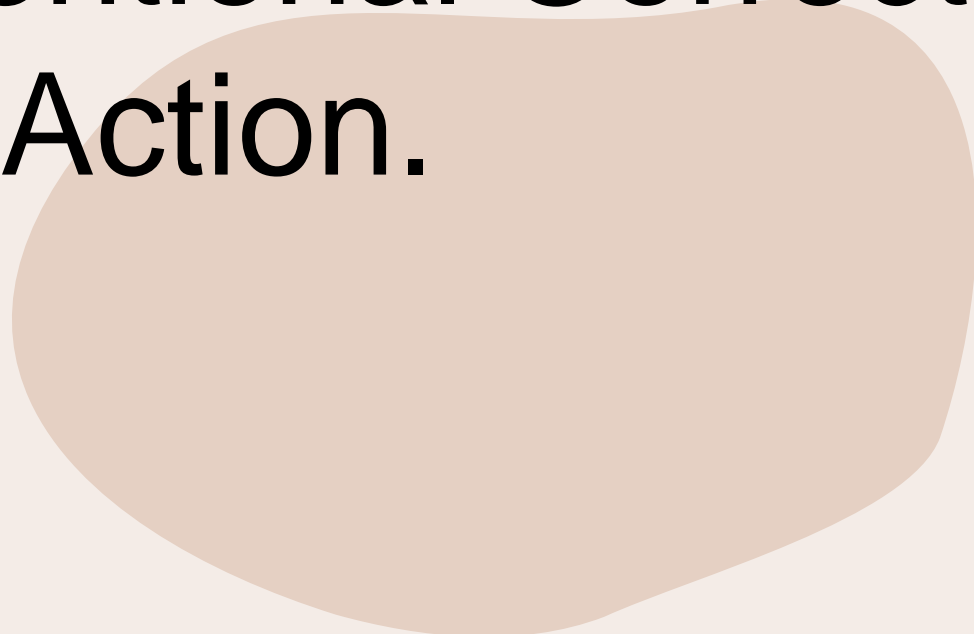Current events don't have mixed student/faculty participation. Add social contributions to review?

Topic Based is Insular

Topics (job talks, seminars, etc) draw similar research interests - which already coalesce around labs. Work-based functions don't diversify participants.

Unintentional Departmental Fragmentation Won't Be Fixed Without Intentional Corrective Action.

February 14, Douglass Day
Victoria

Concur
Dave

Election for PTK Representative to University Senate
Fabian

Election for 2023-2024 INFO Faculty Senator

Polly O'Rourke

Director of Research Development

Dr. Polly O'Rourke has been at the University of Maryland for over twelve years during which she has been actively engaged in developing and executing interdisciplinary research. She started in 2011 as an Assistant Research Scientist at the UMD Center for Advanced Study of Language (CASL), and was promoted to Associate Research Scientist in 2017. She continued in that role when in 2018, CASL became the Applied Research Lab for Intelligence and Security (ARLIS). During this time she worked with researchers from a wide variety of departments and colleges at UMD, as well as partners from other institutions. Her primary research areas are cognitive neuroscience and second language acquisition. In 2022, she joined the College of Information Studies as Director of Research Development. In this role, she is supporting faculty in funding proposal development and writing, as well as working with the Associate Dean for Research to improve the iSchool's research capacity and impact. She holds a PhD in Linguistics from the University of Arizona.

Katy Newton Lawley

Senior Lecturer and Faculty Director, Master of Information Management

- iSchool PTK faculty since 2011
- Never served on University Senate
- Served on many iSchool administrative & academic committees
- Works with students & alumni across all programs as Career Advisor
- Served on Graduate Council and Graduate PCC 2019-2022
- University Senate: Educational Affairs Committee 2020-2021
- University Senate: General Education Committee 2016-2017

BALLOT

Giving Day
Nancy/Katie

Maryland Day
Sarah

iSchool @Maryland Day

- When: Saturday, April 29th 10am-4pm
  (volunteers 9am-5pm in shifts)
- Where: Hornbake Plaza
- Needs: Faculty, staff AND student volunteers!

MARYLAND DAY 2023

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- Confirmed Activities:
  - Little Free Library
  - PRIZE wheel
  - simple coding games
- Possible Activities:
  - Faculty/Lab/RIG led demos or displays
  - Creative ways to highlight who we are, what we do and our programs

Leading up to Maryland Day

- Book drive for book giveaway as part of prize wheel
- Faculty/Lab/RIG leaders- let Sarah know by **Feb 8th** if you will have a presence at Maryland Day and what you will be doing

MARYLAND DAY 2023

Black History Month
Sareil

Announcements

- Lunch: 11:30am to 1:00pm Hornbake Room 0300, iSchool Commons

- The APT meeting will begin at 1:00pm, Charles Carroll Room 2203K, Stamp Student Union