April 1, 2016

To: Mānoa Faculty Senate Executive Committee
From: Elisabeth Steele Hutchison, Chair
Re: Committee on Professional Matters (CPM) Response to Executive Policy EP 1.203 – Policy on Consensual Relationships

CPM discussed the latest draft of the Executive Policy EP 1.203 – Policy on Consensual Relationships at its meeting on March 17, 2016. Shiv Sharma and Reni Soon were unable to attend the meeting; Their excused absences were recorded in the minutes.

While we are not subject matter experts, we read the proposed policy as one to which we must adhere. On the whole, we felt that the document focused on the prohibition of certain kinds of consensual relationships, but should focus on the consequences of policy violations. Section C “Circumstances for Disclose and Conflict of Interest Management of Consensual Relationships” was informative, but Section B “Proposed Consequences” is exceedingly brief, e.g. does not detail different levels of consequences or the decision making persons and processes.

Section F “Examples of Prohibited Relationship” lists several examples including the following.

“1. Student A is enrolled in a class taught by Employee B. This policy prohibits a romantic, dating, or sexual relationships between faculty members and students in classes they instruct.”

We agreed that examples that outline consequences would be more helpful.

“1. Student A is enrolled in a class taught by Employee B. If Student A and Employee B engage in a romantic, dating, or sexual relationship, then_________.” Student A may be removed from the class and receive a tuition refund? Employee B may be removed from teaching the class? The class may be cancelled?

It would also help to connect this section (III.F) with section III.C paragraph “Methods to manage and/or resolve the actual conflict of interest…”.

Here are a few additional notes.

- p. 1. Purpose. See the last sentence of the second paragraph. What is mutual about the University’s sense of trust?
- p. 7, Delegation of Authority. Do Deans have the authority to implement this policy?
- p. 6, Examples of Prohibited Relationships. Please consider renaming section F as it includes both prohibited and permissible relationships (Six, eight, nine, and ten describe or include descriptions of permissible relationships.).
- p. 8, Contact Information. Under what circumstances is confidentiality not absolute? It would be helpful to provide examples here.