

The University's Obligations Under Title IX

Title IX of the Educational Amendments Act of 1972 is the federal law prohibiting sex discrimination in educational institutions that receive federal funds. It states that "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." As applied and interpreted, Title IX forbids sex discrimination in all university student services and academic programs, forbids discrimination because of sex in employment, and forbids retaliation for raising a complaint under Title IX. Sex discrimination is broadly defined and includes sexual harassment and all forms of sexual violence.

To meet its obligations required by law under Title IX, universities must take a variety of actions:

- Create and publish grievance procedures providing "prompt and equitable resolution of student and employee complaints" of discrimination on the basis of sex.
- For sexual assault complaints, investigate claims even if the police are involved and to use a civil standard of proof (as opposed to a criminal standard).
- Designate at least one coordinator for sexual harassment complaints who has training on sexual harassment matters.
- Provide a required notice of nondiscrimination as well as training for all employees on how to identify sexual violence or harassment and how to report complaints.
- If a university determines that harassment occurred, it must take reasonable, timely, age-appropriate, and effective corrective action to prevent its recurrence and address its effects.
- Provide opportunities for female student athletes that are substantially equivalent to opportunities for male student athletes.

Title IX may be enforced through a private right of action (subject to both compensatory and punitive damages) or through the U.S. Department of Education's Office for Civil Rights (with or without a complaint prompting an investigation).

For further information, please contact Mary Beth Tucker, Title IX Coordinator and Director of the University's Office of Institutional Equity (621-9449), or Laura Todd Johnson in the Office of the General Counsel (621-3175).

October 2011

**THE UNIVERSITY OF ARIZONA
2015-16 ACADEMIC CALENDAR**

FALL SEMESTER – 2015

Classes begin	August 24 (Mon)
Labor Day – no classes	September 7 (Mon)
Veteran’s Day – no classes	November 11 (Wed)
Thanksgiving recess	November 26-29 (Thur-Sun)
Class and laboratory sessions end	December 9 (Wed)
Reading Day – no classes or finals	December 10 (Thur)
Semester examinations	December 11-17 (Fri –Thur)
Fall Commencement	December 19 (Sat)

WINTER SESSION – 2015-16

Classes begin	December 21 (Mon)
Christmas Holiday – no classes	December 24-25 (Thur – Fri)
New Year’s Day – no classes	January 1 (Fri)
Last day of classes/examinations	January 12 (Tues)

SPRING SEMESTER – 2016

Classes begin	January 13 (Wed)
Martin Luther King Jr. Holiday – no classes	January 18 (Mon)
Spring recess	March 12-20 (Sat – Sun)
Classes and laboratory sessions end	May 4 (Wed)
Reading Day – no classes or finals	May 5 (Thur)
Semester examinations	May 6-12 (Fri – Thur)
Spring Commencement	May 13 & 14 (Fri & Sat)

PRESESSION - 2016

Classes begin	May 16 (Mon)
Memorial Day Holiday observed – no classes	May 30 (Mon)
Last day of class/examinations	June 4 (Sat)

SUMMER SESSION I - 2016

Classes begin	June 6 (Mon)
Independence Day – no classes	July 4 (Mon)
Last day of class/examinations	July 7 (Thur)

SUMMER SESSION II - 2016

Classes begin	July 11 (Mon)
Last day of class/examinations	August 10 (Wed)
Degree award date for students completing requirements by close of Pre-session, Summer Session I and II	August 11 (Thur)

Proposal:
**Faculty Senate Ad Hoc Committee on Information
Technology**
November 7, 2011

Purpose:

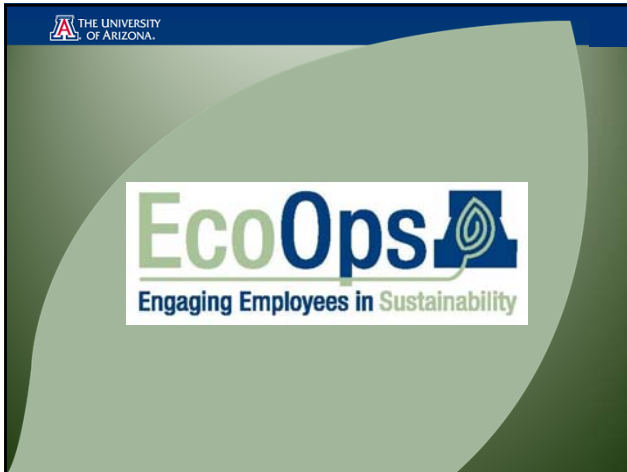
The role of the Committee is to facilitate two-way communication between the Faculty Senate and those who make and implement information technology (IT) decisions on campus. It functions as an advisory group in which representatives of faculty and student leadership meet with representatives of UITS and college IT managers in order to share information about IT initiatives on campus. It provides a mechanism for enhanced shared governance understanding of and input into IT decisions which have a significant impact on faculty work and productivity.

Membership:

The Faculty Senate Ad Hoc Committee on Information Technology shall be composed of ten members. The voting members include five faculty members (three Faculty Senators elected by the Senate, and two members of the General Faculty appointed by the Chair of the Faculty); one undergraduate student (appointed by the President of ASUA); one graduate student (appointed by the President of GPSC).

Faculty members of the Committee are to be elected/appointed to three year staggered terms. Student members of the Committee are appointed to one year terms. Both elected and appointed terms are renewable at the discretion of the electing/appointing bodies.

The non-voting members include the Chair of the University of Arizona Net Managers; the Chair of the Dean's Information Technology Council; and the University of Arizona Chief Information Officer or designee.



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**What do I want from you?
(why does EcoOps present to the Faculty Senate?)**

We would like the members of the Faculty Senate to...

- understand the rationale for EcoOps and other sustainability-related activities on campus
- support our vision and mission by **spreading the word** among faculty and other UA employees
- spread the word about **funding opportunities** for sustainability-related projects spearheaded by faculty/employees that involve students
- **motivate and support students** to consider sustainability of their actions/become involved in sustainability
- **join EcoOps** yourself and get engaged in sustainability

EcoOps
Engaging Employees in Sustainability

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What is EcoOps?

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EcoOps: Engaging UA Employees in Sustainability

EcoOps is a **community of UA employees** who participate in the effort to create a more sustainable campus and making life and work at UA more environmentally sustainable.


EcoOps harnesses the **effort, energy, and enthusiasm of employees** to "green" their own work spaces and departments, while educating others and increasing awareness throughout the university.

EcoOps compliments student-focused programs, is spearheaded by a team of three elected members volunteering their time, and is supported by the UA Office of Campus Sustainability.


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EcoOps: Mission and Vision

- **Mission:** Building a community for UA employees who want to make the UA a more environmentally sustainable place to work, study, and play.
- **Vision:** Create a sustainable work environment for all UA employees and engage all UA employees in finding more sustainable ways to work and live.



Sustainability-Focused Groups on Campus







Office of Sustainability

- Coordinates with Presidents' Advisory Council
- Coordinates sustainability-related activities and projects across UA
- Advises Green Fund Committee
- Manages Reporting & Ratings
- Communications & Outreach



President's Advisory Council

- Guides & Advises on High-Level Issues
- Identifies Priorities & Goals
- Ensures Broad Engagement of UA Community
- Has 3 elected employee representatives for
 - Faculty (Sabrina Helm)
 - Appointed Personnel (Jackie Moxley)
 - Staff (Bill Davidson)
- These 3 elected representatives also spearhead EcoOps. They were elected by the initial 140+ members of the EcoOps Community in Spring 2011



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UA Green Fund


- The Green Fund, a ten member student led committee, funds projects on connected to the University that promote sustainability on campus or in operations provided by the University.
- The Green Fund is able to fund proposals through funds amounting to \$400,000 that are generated by student fees (\$24.00 per student per year, as part of tuition).
- In order to be funded, **students or employees** can submit a proposal to the Green Fund. The Office of Sustainability highly encourages students and employees to submit proposals to the Green Fund. In its first year alone, twenty projects from all across the University were funded ranging from course development, research funding, to implementation of systems to improve building energy and water use.
- For more info, go to <http://studentaffairs.arizona.edu/greenfund/>
The new CFP just came out!



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Examples of Green Funded Projects in 2011


- Converting Union Cooking Oil into Biodiesel
- New Course on Sustainable Consumerism
- UA Community Garden
- UA Food Composting Program
- Mesquite Bean Harvest
- LED Parking Garage Lighting
- Utility Dashboards for Halls



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Why so much interest in sustainability?



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What is Sustainability?

- Balancing today's needs with future needs
- Addressing and valuing the interconnectedness of natural, social, and economic systems
- "Satisfying lives for all people while living within the means of nature. This requires that people do not use more ecological services than nature can regenerate."
-Randy Hayes



Why is Sustainability A Priority for Universities?

- Attract & retain **best students & employees**
- **Maintain relevance** in an increasingly unsustainable world
- Good for the **bottom line**
- **“Walk the talk”** – sustainability is the focus of one of UA’s strategic academic initiatives (Institute of the Environment)
- **Ethical commitment** for an institution of higher education and a large employer / neighbor in an urban area.
- Sustainability includes a focus on the **wellbeing of people**, as well as the environment.

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Rationale for Employee-Centered Sustainability Initiatives on Campus

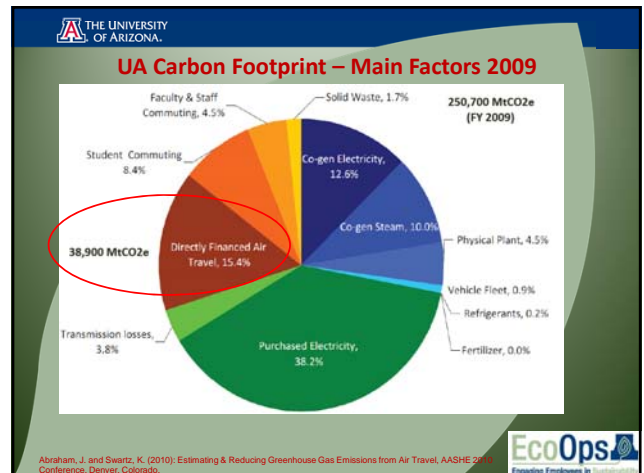
- To **reduce the environmental footprint** of UA’s administrative, teaching and research operations
- To enable employees to **immediately impact and have a personal stake** in greening efforts on campus
- To **build a sense of community** by networking like-minded employees (and students) around a shared commitment to sustainability
- To enable us to **use energy and other resources more efficiently**, and save money
- To **generate new ideas**, test conservation strategies, and incubate best practices for sustainability (which might spawn research initiatives)

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Faculty Involvement in Sustainability

- Faculty involvement in campus sustainability is evident in **research and teaching** activities.
- Faculty research into sustainability topics provide students with opportunities to be involved with **cutting edge research**.
- Classes that focus on or include sustainability as a lens help develop better understanding of sustainability (UA offers at least **1200 courses** that are sustainability-related or -focused).
- According to UA Institute of the Environment, there are **47 majors** offered related to sustainability and the environment.
- The efforts of **research centers and institutes** on campus promote sustainability both within and outside the University.

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How can employees participate in EcoOps? And why should they?

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Our Goals As EcoOps Leaders

Encourage employees to become **advocates for sustainability** who will then encourage colleagues, students, and others to make environmentally preferable choices, lead departmental efforts to conserve resources, purchase green office products, improve recycling, etc.

Engagement in sustainability will not only increase UA's competitiveness and prestige as a "green" organization, it will ultimately **improve its members' wellbeing and quality of life.**

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EcoOps: Engaging UA Employees in Sustainability

By joining EcoOps employees can:

- Show their support for sustainability at the UA
- Receive periodic updates about ways they can make a difference and how to live a sustainable/healthy life
- Play a role in determining UA sustainability priorities
- Engage in projects that increase UA's sustainability
- Be part of one of the largest communities of interest on campus

www.EcoOps.Arizona.edu

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ENVIRONMENT AND SUSTAINABILITY PORTAL

Your gateway to environmental research, education and sustainability at the University of Arizona

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EcoOps: What faculty can do

Working:
critically consider air travel, monitor paper usage, conserve energy and water, recycle paper and ink cartridges, ban the plastic bottle, take the bus or car share, eat a healthy/organic meal

Interacting:
Encourage students to conserve resources, to recycle and ban the bottle in the classroom, to use stairways instead of the elevators, to reconsider consumption choices, ...
Encourage more sustainable choices for meetings such as ban the plastic bottle and styrofoam from catering events, reconsider mailings of paper brochures, letters ...


Living:
Take ideas for sustainable living from campus to home. Also, bring your ideas to campus!
By joining EcoOps and playing an active role in greening UA you can for example submit ideas for a more sustainable and healthier life at home and on campus.


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EcoOps: Shortterm Goals

- Create awareness among all UA employees about opportunities to participate in EcoOps.
- Increase membership to reach at least 10 percent in all three employee categories until December 31, 2011
- Launch first pilot projects (Norton School)
- Improve EcoOps website
- Identify first campus-wide project based on member ideas until December 31, 2011
- Launch first campus-wide employee project Spring 2012


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