Task Force on Security and Responsibility

Was charged by President to address following issues:

1. Residential and Social Patterns on Campus -- how to ensure that they promote human dignity and respect for diversity and do not perpetuate racism and sexism
2. How to encourage curricular reform promoting greater sensitivity to gender and ethnic diversity
3. Adequacy of conduct and honor codes and procedures
4. Adequacy of educational programs on date rape, as well as counseling and medical services for treatment of rape
5. How to enhance the security of students, faculty and staff from physical violence and psychological intimidation and harassment
6. How to distribute information to students, faculty and staff in a more timely way, both routinely and in times of crisis
7. Adequacy of alcohol and drug policies in view of campus practices
8. How to overcome tensions between research and teaching, create greater intellectual community, and better integrate work and social life

President's address to students identified following issues as of concern to black students:

1. Not yet an adequate multicultural presence at Emory, particularly African-American
2. Haven't done enough to educate all our community about racial and gender sensitivity
3. Need new financial aid programs to attract black students
4. Need personal leadership at every level of administration

[*Collins*]

In Address to Students President Proposed Following Steps:

1. Strengthen African-American and African Studies through additional faculty appointments and enhanced partnerships with black colleges
2. Each dean will assess minority presence and come up with enrichment plan by Dec. 1990. Also, Provost will have two special opportunity appointments each year.
3. Create Benjamin Mays Fellows
4. Create Center for Teaching and Curricular Development to influence curriculum through multi-cultural perspective
5. Create Multi-cultural Resources and Learning Center to serve as resource for minority students and sponsor mentoring and multi-cultural support programs
6. Freshman Seminar should focus on “Difference”; there will be sensitivity programs set up in each residence hall under Vera Rorie
7. Sensitivity sessions for personnel in “gatekeeper” roles
8. Financial Aid -- “no loan” aid packages for all minority undergraduates; 13 M.L. King Scholarships; increase in number of graduate stipends until there are 24
9. Promise of Personal leadership

Summary of Recommendations

The recommendations of the Task Force on Security and Responsibility cover a broad range of community life. Key recommendations call for:

- Creation of a Women’s Resource Center to address women’s concerns through social, educational, and support programs for both men and women;
- Creation of a Multi-cultural Learning Resources Center that would promote respect for diversity through academic, cultural, and support activities for faculty, staff, and students;

- Continuation of the Freshman Seminar, with special provision for sessions dealing with racial and ethnic diversity and sexual assault;
- Curricular changes to reflect more multicultural and nonsexist perspectives;
- Promulgation of a university-wide policy defining and condemning sexual violence;
- Hiring of a full-time coordinator of rape and sexual assault prevention;
- Comprehensive evaluation and reform of all existing conduct policies;
- Coordinated efforts between Emory and the DeKalb Medical Center to develop a rape crisis center that could serve the Emory community;
- Additional on-campus medical services for rape survivors;
- Mandatory ongoing education programs on sexual assault, racial and ethnic diversity, and gender issues for various target groups, including fraternities, sororities, RA/SAs, first-year students, SGA members, graduate and professional students, faculty and staff oriented in the Personnel Office, and Hospital Educational Services;
- Hiring of a health educator to coordinate health education and communication to the community at large regarding issues such as alcohol, drugs, sexually transmitted diseases, AIDS, eating problems, and sexual assault;
- Greater use of card access and alarm systems to improve the security of persons and property in most buildings on campus;
- Changing the title “Department of Public Safety” to “Emory University Police Department;”
- A full-time shuttle–or at least an evening shuttle–to be operated around the campus to increase both actual and perceived security and to reduce the parking problems;
- University Senate-sponsored town hall meetings with senior officers of the university, as needed, to keep the community informed;
- An education network for addressing the issues and repercussions arising from extraordinary and significant events that may occur in the life of the university;
- Establishment of an Alcohol and Drug Policy Procedures Committee, which would develop a comprehensive policy covering all members of the community;

- Complete review of existing programs for assessment, counseling, and referral services for alcohol and drug-related issues, to determine the adequacy of their resources;
- Immediate steps to demonstrate that excellent teaching and the ability to serve as a mentor to students will weigh at least as heavily as research productivity in faculty promotions;
- Establishment of a fund and program for the development of teaching among faculty, similar to the fund and program administered by the University Research Committee;
- A program that would place Emory College faculty members (or other faculty) in a relationship with a dormitory similar to the faculty positions in various “living/learning” models around the country;
- New ways to engage faculty members in the full range of Greek Life;
- More deliberate encouragement of non-faculty staff members in their crucial ability to serve as mentors and teachers;
- Creation of a position of vice president for human resources.