

Chairs' & Center Directors' Meeting Minutes

Date: July 27, 2009 (12:00 to 2:00 pm)
Location: EBU II – Room 443
Attendees: Abbaschian, Reza
Bhuyan, Laxmi
Boretz, Mitch
Chen, Wilfred (for Yushan Yan)
Fitz, Dennis (for Matt Barth)
Haddon, Robert
Hartney, Pat
Kisailus, David (for Alex Balandin)
Mahalingam, Shankar
Parker, Linda
Payne, Tom
Ravi
Vullev, Val (for Jerry Schultz)
Xu, Daniel (for Roger Lake)
Absent: Balandin, Alex
Barth, Matt
Bhanu, Bir
Lake, Roger
Matsumoto, Mark
Norbeck, Joe
Schultz, Jerry
Yan, Yushan

The agenda for the meeting is shown in Appendix 1.

1. Welcome and call for agenda items - Reza

Reza welcomed the Chairs and thanked the several substitute departmental representatives that were attending the meeting. Mitch added the topic of 20th Anniversary Lecturer Series to the agenda.

2. Approval of Minutes - Pat

The minutes of the June 1st Chairs/Directors meeting were unanimously approved.

3. Procedure for Responding to Sexual Assault – Reza

Reza called attention to the document entitled “Procedure for Responding to Reported Incidents of Sexual Assault and Rape Involving Students, Faculty and Staff” which was attached to the agenda. Reza stated that Yolanda Moses is heading up a workgroup that has recommended mandatory on-line or in person (workshop) training for UCR supervisors on Responding to Reported Incidents of Sexual Assaults. After

discussion, the group preferred that this training be combined with the similarly required Sexual Harassment Prevention Training in a workshop for BCOE supervisors.

4. Departmental Updates

Reza called attention to the Salary Survey from the National Association of Colleges and Employers (NACE) attached to the agenda. He noted that the average salary for 2008-09 Engineering BS degree graduates is about \$57K which is the second highest salary reported. This amount is 4.5% higher than the previous year's salary for BS degree Engineers. Starting salaries for Software Engineers and Project Engineers were on the list of Top Jobs and were 7.6% and 4.0% higher than the previous year. Reza intends to use this information in recruiting efforts and will have it added to BCOE's website.

ME: Shankar reported several new grants have been awarded to ME faculty including recent federal grants to Chris Dames and Tom Stahovich. A major CEC grant is pending for Venky. Reza noted that this month's total contract/grant awards (around \$6M) could be a record for BCOE. Shankar stated that ME had a large number of incoming domestic grad students this year.

CSE: Reza welcomed Laxmi back from his trip to India. Laxmi stated that two CSE faculty members (Vasiliki Kalogeraki and Dimitrios Gunopulos) will be on leave next academic year.

EE: Daniel reported that several EE faculty received new grants recently and that the department's grad student enrollment is on target. Also, Jianlin Liu is starting a new Nanotechnology Training Program.

On-line MS Engr Degree Program: Tom reported that the Program's revised proposal has been submitted to the Grad Division and that we are waiting for feedback. Tom is looking for a BCOE course that could be put on-line for demonstration purposes. Reza responded that NAVSEA Norco is interested in an on-line MS degree program and that an ME course would be an appropriate one to put on-line.

CE-CERT: Dennis stated that CE-CERT has recently drafted a 5-Year Debt Reduction Plan and that its Sale/Service income has been increasing. Unfortunately, it appears that one of its research faculty, Bin Yang, is likely to leave CE-CERT. Lastly, a thermal solar energy lab is being set up in a double-wide trailer at CE-CERT for a currently funded project. This will come under the umbrella of the solar research center that is being established at CE-CERT. CE-CERT will be looking for a Director for the solar center.

Undergraduate Program: Ravi mentioned that freshmen orientations are on-going. He expects over 500 incoming BCOE freshmen to participate. The total number of BCOE undergraduates will be 1,700-1,800 which will be a record number. There will be over 2,200 BCOE students next year including grad students. Ravi stated that the high number of undergraduates this year will be a challenge for BCOE Student Affairs. Two BCOE Advisors are on maternity leaves but are expected to return in the Fall. About 50% of incoming freshmen are Calculus rated which could be a higher percentage than last year. We won't know the final number of incoming BCOE freshmen until the third week of the Fall term. Several BCOE faculty are participating in an NSF Outreach program with high school teachers. Ravi has asked Chairs if a short refresher course should be offered to undergraduates early in the Fall term. Ravi will be able to support this effort from grant funds. Lastly, Ravi reported that he's received annual ABET reports from CSE and EE but needs these annual reports from the other BCOE departments. These

reports need to summarize what undergraduate courses were changed during the year and why. Reza noted that the WASC accreditation visit to UCR is scheduled for October 27-28, 2009. He hopes that BCOE's ABET accreditation will be used in UCR's WASC accreditation process. It was noted that all UCR academic departments except Physics have agreed to WASC related course assessment efforts.

MSE: David stated that there are three senior MSE students and they will need a Characterization class. The MSE Program has recommended that they take a Chemistry class to fulfill this requirement. These same three students will need to take a BCOE Senior Design class. It was recommended that they enroll in Senior Design courses being offered by their program concentration areas (in this case ME and CEE). There are about 20 incoming MSE students. David stated that MSE students might be required to take four units of supervised research. Lastly, David was disappointed that the campus did not include his proposal for an X-ray Diffractometer as one of the two MRI equipment proposals being submitted by UCR. An X-ray Diffractometer was the highest ranked need from BCOE faculty at last year's Retreat. It was noted that the next MRI solicitation is in October 2009.

CNSE: Robert stated that he has been unable to schedule an MSE Building Committee meeting so far. This meeting will occur later in the year. A proposal for a construction grant to finish the MSE Building will be submitted to NIST. About \$15M is needed to complete the building. The restart of MSE Building construction is expected next week. The MSE Building was the largest UC construction project stopped due to the state's budget problem. Robert stated that four CNAS faculty are scheduled to move into MSE and asked for a list of BCOE faculty also moving into the MSE Building. Reza responded that several BCOE faculty have been identified including BIEN faculty.

BIEN: Val reported that there have been several recent grant awards to BIEN faculty and that the department's undergraduate enrollment is increasing. Also, he stated that BIEN needs a \$320K femtosecond laser measurement system. Val will be on travel when the Keck Foundation visits BCOE in two weeks but he will prepare a summary of this equipment need.

CEE: Wilfred stated that CEE's new faculty member, Akua Asa-Awuku has arrived at UCR and has been spending most of her time at CE-CERT.

5. Departmental Brochures - Reza

Reza distributed draft departmental brochures to each Chair (or Chair representative) and asked that final changes be submitted within two weeks. He wants to have these brochures finalized and printed while Strategic Communications funding is still available. Reza will send electronic versions of these draft brochures to the Chairs.

Reza distributed a Schedule of Ceremonies for UCR's 2010 Commencement. BCOE's Commencement is scheduled for Monday, June 14, 2010 at 6pm. BCOE's Commencement ceremonies may include a fireworks display to commemorate BCOE's 20th Anniversary.

6. Budget Matters - Reza

Reza stated that there is no new budget information. He noted his recent email message to BCOE faculty and staff which summarized the budget situation and some of BCOE's responses to date. He noted that UCR's budget reduction has grown from \$15M to \$45-50M and that the next round of reductions will

affect BCOE departments. Some UCR faculty have recommended that furlough days be scheduled on days of class instruction to emphasize UC's budget problem to students. The Chancellor is not in favor of this approach. It was noted that some UC campuses such as UCB, UCSD, UCLA and UCD are recommending that faculty be able to pay their salaries on furlough days from external contracts/grants. Details of furlough implementation are still being discussed.

7. Other

Mitch distributed a handout entitled "Bourns College of Engineering 20th anniversary lecture series." This proposed series would include faculty lectures from each department on topics under the theme "the next 20 years in...." Chairs were asked to provide specific topics for their departments at the August 17th Chairs/Directors meeting. In addition to BCOE faculty lectures, there would be several lectures during the year from notable outside speakers under the same "next 20 years in..." theme.



Chairs' & Center Directors' Meeting

July 27, 2009

Agenda

Engineering Building Unit II – Room 443

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| 1. | Welcome - Request for Agenda Items from the Floor | Reza |
| 2. | Approval of Minutes from June 27, 2009 Meeting | Pat |
| 3. | Procedure for Responding to Sexual Assault | Reza |
| 4. | Departmental Updates | Chairs |
| 5. | Departmental Brochures | Chairs |
| 6. | Budget Matters | Reza |
| 7. | Other Items | Chairs |

The next scheduled meeting will be

Monday, August 17, 2009

Please note: Meetings will be held in EBU II – Room 443

July 10, 2009

MEMORANDUM

TO: Dallas L. Rabenstein
Executive Vice Chancellor and Provost

FROM: Yolanda T. Moses
Associate Vice Chancellor for Diversity, Excellence and Equity

Debbie Artis
Director of Title IX/Sexual Harassment Office

SUBJECT: Review of and Request for Executive Approval for Implementing the
Campus Protocol for Responding to Reported Incidents of Sexual Assault
Complaints

Attached is a copy of the UCR campus "Procedure for Responding to Reported Incidents of Sexual Assault and Rape Involving Students, Faculty and Staff." This protocol document was developed by the Division of Diversity, Excellence and Equity in consultation with the UC Riverside Police Department, the UC Riverside Campus Counsel and the Riverside Area Rape Crisis Center (an organization that this campus has had a partnership with for over 20 years).

On December 19, 2008, we sent the draft document out for review and feedback to various members of the campus community (Vice Chancellors, Deans, Directors, Human Resource and Labor Relations Personnel). During this 6 month period of campus review, we were pleased to receive very constructive and supportive feedback. Based on those extensive suggestions, we revised the draft document several times and ultimately produced this comprehensive campus-wide protocol.

As the division responsible for various compliance efforts at UCR, this particular protocol document was developed to comply with the Governor's *California Campus Blueprint to Address Sexual Assault (2004)* and to comply with legislation mandated by the *California Education Code (section 67385.3)*.¹ The Governor's "Blueprint" presents recommendations for colleges and universities in California to follow in establishing guidelines and plans to address the problem of sexual assault on campus and to develop a campus protocol for responding to reported cases of sexual assault.

Background of "Blueprint"

The *California Campus Blueprint to Address Sexual Assault* presents legislative recommendations to the Governor of California and the California Legislature regarding changes that should be made in existing laws and enactment of new laws to enhance the sexual assault-related policies and practices of colleges and universities-both public and private-throughout the state. The "Blueprint" also contains considerations for campus administrators, including specific action steps that can be taken to improve individual campus responses to sexual assault.

These recommendations are the result of: (a) comprehensive study of campus policies, prevention education and response programs, and victim services from a representative sample of 52 colleges and

¹ The "Blueprint" can be obtained from www.calcasa.org

universities in California; (b) a review by the Governor appointed California Campus Sexual Assault Task Force (Task Force) of all relevant state and federal legislation; and (c) thorough discussion of the information by the Task Force through public hearings and close deliberations.

The Task Force required every institution of higher education in California to create a sexual assault (policy and) protocol.² At the minimum, it recommended that the protocol should provide:

- A detailed description of procedures that will be implemented in response to a sexual assault complaint. The protocol should establish a communication plan to ensure that relevant campus offices and departments are included in the response to an incident, evidence is properly collected and preserved, confidentiality of case information is maintained, and victim's needs are addressed. The protocol also should ensure that sharing of information with outside interests such as parents, local rape crisis centers, hospitals, law enforcement and the media is coordinated, and that appropriate reporting requirements of the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act are met (www.police.ucr.edu/securityreport/index.html).

The UCR Campus Protocol

The UCR campus protocol is designed to provide specific guidelines to faculty, staff and student employees who may be the first person to receive a report from a victim who has allegedly experienced sexual assault or rape. The "protocol" is organized to provide the following specific information:

- a. Identify information and resources available to survivors of sexual assault (see Section III).
- b. Explain the obligation of faculty, staff and student employees if they receive a report of a sexual assault (see Section IV. 1).
- c. Explain the obligation of supervisors if they receive a report of sexual assault (see Section IV. 1).
- d. Explain the specific action steps for Campus Representatives to follow when responding to initial reports of sexual assault (see Section IV. 2).
- e. Explain the Campus Notification Process when health and safety of the victim or other members of the campus community is an issue (see Section V and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistic Act at www.police.ucr.edu/securityreport/index.html).
- f. Explain services for assisting a sexual assault survivor or assailant and provides information about confidentiality (see Section V).
- g. Identify the offices that can advise students, faculty and staff members about reporting options (see Sections III and IX).
- h. Identify confidential, counseling resources available to students, faculty, or staff members involved in sexual assault (see Sections III and IX).
- i. Explain the specific action steps that the University shall take when sharing information with outside interests such as the local rape crisis center, law enforcement, or media and campus representatives (see Sections V. B and VIII).

² The following policies govern the issue for responding to reported sexual assault complaints: 1.) University Policy on Sexual Harassment; 2.) University of California Policies Applying to Campus Activities, Organizations and Students (see Code 102.08 & 102.09); and 3.) The Faculty Code of Conduct (see APM-015).

UNIVERSITY OF CALIFORNIA, RIVERSIDE

PROCEDURE FOR RESPONDING TO REPORTED INCIDENTS OF SEXUAL ASSAULT AND RAPE INVOLVING STUDENTS, FACULTY AND STAFF

I. INTRODUCTION

The University of California, Riverside (UCR) does not tolerate sexual assault in any form, including acquaintance rape. It is important for all members of the campus community to know that anyone can be a victim or perpetrator of sexual assault. It is therefore important to know that the campus sexual assault procedure applies to all registered students, faculty and staff members, including student assistants, graduate assistants, teaching assistants, interns, and volunteers at UCR.

This document was developed to establish a consistent, prompt and compassionate, campus-wide procedure for assisting UCR students and employees who report sexual assault, regardless of where or when the incident occurred. This document provides survivors of sexual assault with information and resources regarding access to professional help. This document also provides a standard procedure for campus representatives to use when responding to incidents of sexual assault. In addition, this document also identifies the standard procedure in compliance with the Clery Act, by which the campus community will be notified when an incident represents a threat to students and/or employees. Finally, it is the intent of this document to provide information and resources regarding the availability of comprehensive campus-wide sexual assault prevention programs and services.

II. DEFINITIONS

Sexual Assault refers in this document to "*sexual assault*" as defined by the California Penal Code and in Section 67385 of the Education Code. This includes forced sodomy (anal intercourse); forced oral copulation (oral-genital contact); rape by a foreign object (forced penetration by a foreign object, including a finger); and sexual battery (the unwanted touching of an intimate part of another person for the purpose of sexual arousal). It also includes situations when the accused sexually assaults a complainant incapable of giving consent, including where the complainant is prevented from resisting due to alcohol or drugs.

Rape refers in this document to "*rape*" as defined by the California Penal Code. Among others, the Penal Code prohibits the following acts, which are summarized as follows: a) sexual intercourse against an individual's will accomplished by force or threats of bodily injury; b) sexual intercourse against an individual's will where the person has reasonable fear that she (or he) or another will be injured if she (or he) does not submit to the intercourse; or c) sexual intercourse where the person is incapable of giving consent, or is prevented from resisting; which includes, but is not limited to, where the victim is prevented from resisting due to being intoxicated, drugged, unconscious or asleep.

Survivor is a term often used to refer to an individual who has been the target of an attempted or completed rape or sexual assault in order to validate the person's strength and determination "*to survive*". The term "*survivor*" is a term associated with empowerment and the assumption of control for one's life after a trauma.

Campus representative refers to any individual who, in the course of their duties as a University employee, is in the position to assist a member of the UCR campus community who has been assaulted.

III. INFORMATION AND RESOURCES FOR SURVIVORS OF SEXUAL ASSAULT

There are various on-campus departments and off-campus agencies that can provide information, resources and support services to survivors of sexual assault. The following is a listing of the important resources and their functions:

University of California, Riverside Police Department (UCR): Call 911 or (951) 827-5222

Students, employees or visitors who experience a sexual assault on campus will receive an immediate response from the UCR Police. UCR Police can arrange for medical examinations in order to provide admissible evidence when the survivor desires prosecution through the criminal justice system.

If UCR Police are contacted, an officer will be dispatched to the scene and explain the criminal and medical procedures to the survivor. If UCR Police transports the survivor to **Riverside County Regional Medical Center (951) 486-5650** for a sexual assault medical examination, then a rape crisis advocate from the **Riverside Area Rape Crisis Center (951) 686-7273** and a specially trained nurse/examiner who is a member of the **Riverside County Medical Center Sexual Assault Response Team (S.A.R.T)** will be dispatched to the hospital to be available to the survivor. It is important to note that a nurse examiner must conduct a sexual assault examination as soon as possible to maximize the collection of evidence for criminal prosecution.

The police will interview the accused and witnesses and collect evidence. At the conclusion of the police investigation, if warranted, the accused may be arrested, or the case may be forwarded to the Riverside County District Attorney for consideration of prosecution. The services of the **Victim/Witness Program (951) 955-5450** will be available to the survivor if she/he decides to file a police report. Such services include counseling, court escort and advocacy, and assistance with financial compensation.

It is important to remember that "reporting" a rape is not the same thing as prosecution through the criminal justice system. If the complainant files a report and then later refuses to prosecute through the criminal justice system or cooperate in a police investigation, there is little that the police or courts will be able to do. On the other hand, if the complainant initially decides that she/he does not want to file a police report and then, at a later date, wants to prosecute through the criminal justice system, she/he has lost the opportunity for best evidence, not only in terms of immediate police investigative interviews, but also the collection of physical evidence. For these reasons, the University strongly encourages victims of sexual assault to call the police as soon as possible. (police@ucr.edu)

The Title IX/Sexual Harassment Office (Title IX/SHO) (951) 827-7070 is responsible for receiving and conducting the administrative investigation of all reports of sexual assault filed on campus by students and employees, and is available to discuss options, explain university policies and procedures, and provide education on relevant issues. The Title IX/SHO is available during working hours (8:00 AM – 5:00 PM). The Title IX/SHO investigation is not a criminal procedure. (titleix@ucr.edu)

Seek Medical Attention. Hospital emergency rooms and medical centers have health care professionals who are trained in dealing with survivors of sexual assault and will know exactly what to do in those crucial moments after the attack. When seeking immediate medical attention, be sure that you do not bathe, douche, change clothes or eat/drink. You will be tested for any sexually-transmitted diseases or internal injuries. If you desire medical attention and you are unsure where to go, contact the **Riverside Area Rape Crisis Center (951) 686-7273** for immediate help. There is also a national sexual assault network hotline number **(800) 656-HOPE** for information and assistance. As well, UCR students may seek medical attention at the **Campus Health Center (951) 827-3031**. It should be noted that medical examinations at the Campus Health Center are not admissible for legal purposes; medical attention provided through the services of S.A.R.T. are strongly advised (this means reporting the sexual assault to the police). In addition, it is important to note that any health center or physician treating the survivor of a violent crime is obligated by law to report the crime to the police. (campushealth.ucr.edu)

Other campus resources:

Counseling Center (951) 827-5531 (*for students only*) offers confidential short-term and crisis counseling to students of the campus community on an emergency basis, or by appointment. Psychiatric referrals are also available.

The campus **Sexual Assault Resource Services Consultant (SARSC) (951) 827-6225** is available to any member of the campus community who has been sexually assaulted or raped. The SARSC is available for crisis counseling, to discuss options, to provide support in making decisions about how to proceed, and for follow-up to help the complainant with necessary proceedings. These services are available during working hours (8:00 AM – 5:00 PM).

The office of **Student Conduct and Academic Integrity Programs (951) 827-4208** hears student concerns and can assist in making referrals to appropriate resources.

The **Women's Resource Center (951) 827-3337** offers crisis counseling and campus and community referral services.

The **Lesbian, Gay Bisexual & Transgender Resource Center (951) 827-2267** offers crisis counseling and campus and community referral services.

Office of the Ombudsman (951) 827-3213 can assist anyone in the campus community by providing information about campus policies and procedures.

Human Resources (951) 827-5080 and **Labor Relations (951) 827-3641**, both departments can assist employees by providing information about campus policies and procedures.

**See Section IX for additional referrals for students, faculty and staff.*

IV. PROCEDURES FOR RESPONDING TO INITIAL SEXUAL ASSAULT DISCLOSURES

A. Guidelines for Campus Representatives

1. Reporting Obligations

All Members of the UCR Community. All members of the campus community who observe what they believe to be incidents of sexual assault or rape are encouraged to report such conduct to the University Police Department immediately. Any campus member who believes that she or he has experienced sexual assault should notify the University Police or Director of the Title IX/Sexual Harassment Office immediately. A survivor may also report an assault to the Sexual Assault Resource Services Consultant (*See Section D*).

All Faculty and Supervisors at UCR. Institutional faculty and supervisors have the further responsibility to use their best efforts to assure that sexual assaults and rape do not occur and that they are reported if they do occur. When a faculty member or supervisor receives a report of, or otherwise identifies a problem as being one involving a potential claim of sexual assault (or rape), the faculty or supervisor shall report the alleged incident immediately to the University Police or Director of Title IX/Sexual Harassment Office.

2. Specific Steps for Campus Representatives to follow:

Step 1: A UCR student, faculty or staff discloses to you that she/he was sexually assaulted or raped.

The incident may have occurred on or off campus, recently or in the past. (Note: If the individual is in a medical or psychological crisis warranting immediate intervention, follow your departmental emergency procedures and/or call 911). Call 911 for emergencies only. If non-emergency UCR police assistance is requested, call (951) 827-5222. A call to the UCR police department for assistance does not require the survivor to file a formal report.

Step 2: Determine if the survivor is in need of support and/or assistance regarding the incident.

Step 3: Communicate to the survivor that there is an individual on campus referred to as the Sexual Assault Resource Services Consultant (SARSC) who can provide assistance. The SARSC is experienced in working with sexual assault survivors and can assist in coordinating appropriate on and off-campus resources and services. The SARSC can discuss options and alternatives, help identify the most appropriate resources, and answer any questions that may arise (*See Section VII for more detailed description*). Determine if the survivor is interested in obtaining assistance from the SARSC.

- **If yes,** connect the survivor with the SARSC by calling (951) 827-6225 or provide the number to for the individual to contact the SARSC directly. Alternatively obtain the survivor's telephone number to pass on to the SARSC.
- **If no,** provide printed information (*See this section Step 6 below*).

If the survivor does not wish to contact the SARSC, the campus representative should contact the SARSC directly for consultation and referrals. In addition, the SARSC will discuss the parameters of the information that may need to be reported to campus officials (information such as date, time, place and circumstances surrounding the incident) in the interests of protecting campus safety (*See section VI.C regarding confidentiality*).

Step 4: Communicate the importance of medical attention and discuss if assistance is needed at this time.

Medical attention for sexual assault survivors is vital for detecting and treating a range of medical concerns, including sexually transmitted diseases, pregnancy and apparent and internal injuries. For initial medical assistance following a sexual assault, individuals should be referred to the Riverside County Regional Medical Center Emergency Department (951) 486-5650.

It is important to note that when an assault has occurred within 72 hours of disclosure, it is essential that the survivor be aware of the option for emergency medical care and/or collection of evidence (to assist in judicial procedures), check for STDs and the prevention of pregnancy resulting from the assault. If the survivor's desire is to receive assistance, the SARSC can assist in coordinating services. If the survivor does not desire assistance, provide printed referral information *(See this section Step 6 below)*.

Step 5: Communicate the importance of psychological support and discuss if assistance is needed at this time.

If the survivor needs or requests assistance, she/he may be referred directly to the Counseling Center (for students) or Faculty and Staff Assistance Program (for faculty and staff). In addition, she/he may be referred to the Riverside Area Rape Crisis Center (951) 686-7273. When psychological support is requested the SARSC can facilitate this process.

If immediate intervention appears necessary (due to extreme distress or concerns raised about the individual's safety or the safety of others, including suicide threats and difficulty controlling anger), call the following numbers:

If the survivor is a student, call the Counseling Center at (951) UCR-TALK (24hrs.) or (951) 827-5531 during business hours. In an emergency or after business hours, contact UCR Police Department at 911.

If the survivor is a faculty or staff member, call Faculty and Staff Assistance Program at (951) 781-0510 or (800) 266-0510. In an emergency or after business hours, contact UCR Police Department at 911 or (951) 827-5222.

If immediate assistance is not needed or requested, the SARSC can assist in coordinating services or printed referral information can be provided *(See this section Step 6 below)*.

Step 6: Provide printed information containing referrals for assistance and other important information.

Printed material is available at the Title IX/Sexual Harassment Office (951) 827-7070, the Women's Resource Center (951) 827-3337, Riverside Area Rape Crisis Center (951) 686-7273, and is available at many campus locations. *(See also Section IX for a listing of referrals.)*

V. CAMPUS NOTIFICATION PROCEDURE FOR RESPONDING TO INITIAL REPORTS OF SEXUAL ASSAULT

When it is determined that University Officials are to be notified of a sexual assault or rape incident in order to protect the safety of the individuals(s) involved and/or the campus community, notifications should proceed in the following manner:

A. Notification Based on Initial Contact

If the survivor initially contacts the *UCR Police Department*, the on-duty police supervisor will notify:

- a. Sexual Assault Resource Services Consultant (during business hours 8:00 am - 5:00 pm); or
- b. Riverside Area Rape Crisis Center (after business hours)

The on-duty Watch Commander makes notification as per the University of California Police Policy to:

- a. The Chief of Police (or his designee) if the incident occurred within campus jurisdiction.
- b. The UC Police will notify the campus community as appropriate in keeping with the Jeanne Clery Act.

The Chief of Police (or his designee) if deemed necessary will notify the Vice Chancellor for Finance and Business Operations and the Director of Title IX/Sexual Harassment.

- a. The Vice Chancellor at his/her discretion will then notify:
 1. Vice Provost of Academic Personnel (faculty) OR
 2. Assistant Vice Chancellor of Human Resources (staff), OR
 3. Vice Chancellor of Student Affairs (student), OR
 4. Associate Vice Chancellor of Diversity, Excellent and Equity (Administrator of the UCR Sexual Assault Resource Services Team)

If the survivor initially reports the incident to the SARSC, the individual will:

- a. Determine if UCR Police Department has been notified, and, if not, will proceed to notify the UCR Police Department (if deemed necessary).
- b. When the survivor is a student, the SARSC (after conferring with the AVCDEE) will notify, (if deemed necessary) the Dean of Students or the Dean of Graduate Division who will determine the necessity of notifying the following University officials about the occurrence of an assault and make the appropriate notifications to:
 1. Vice Chancellor for Finance and Business Operations (if not already notified by UCR Police Department); and/or
 2. Vice Chancellor of Student Affairs.

If the survivor has not contacted either the UCRPD or the SARSC, the campus representative will contact the SARSC to provide the information necessary to protect the safety of the individual(s)

involved as well as the campus community in keeping with the provisions of the Jeanne Clery Act. The SARSC will then proceed as described above.

B. Notification to the Campus

When it is determined appropriate, the Vice Chancellor for Finance and Business Operations (or designee) will notify the Chancellor about the occurrence of an assault. The Chancellor (or designee) will then notify Media Relations and/or the Office of Campus Counsel as appropriate. The name of the survivor, the assailant and/or specific details of the assault may be released to these individuals only when it is essential to the health and safety of the survivor or that of other members of campus community.

When notification to the campus community regarding the incident is considered essential to protect the safety of campus community members, the following steps shall be followed. In order to protect privacy, no identifying information regarding the survivor will be released to the public.

1. When an official police report is filed with the UCR Police Department, UCRPD official will coordinate communication mechanisms and distribute information to notify the campus community in compliance with the provision of the Jeanne Clery Act (and Campus Crime Statistics Act).
2. When an official police report is not registered, the Vice Chancellor for Finance and Business Operations will coordinate communication mechanisms for distributing information.

VI. SERVICES FOR ASSISTING A SEXUAL ASSAULT SURVIVOR OR ASSAILANT

A. Philosophy in Providing Services to Survivors

One of the most frightening, traumatic aspects of being sexually assaulted is the feeling of total helplessness and lack of control that survivors commonly experience. With this in mind, it is essential that campus representatives assist survivors in regaining control of their lives. Sexual assault survivors should be encouraged as much as possible to make their own decisions and choices following a sexual assault. It is not the function of any campus representative to force a particular course of action upon the survivor of a sexual assault. Instead, the duties of the representative are to make the survivor aware of the available options and alternatives, to aid the survivor in making an informed decision as to a course of action, and to enable the survivor to follow through with that decision.

B. Services to Alleged or Self-Reported Assailants

The procedures listed herein set forth guidelines for providing services to UCR students, faculty and staff members who have experienced sexual assault. Nothing in these procedures is intended to indicate that services cannot or should not be provided to UCR students, faculty and staff who have been identified as alleged assailants. Some of the campus services that may assist those who have been accused or have questions regarding behaviors constituting sexual assault include Campus Counseling Center (students), Dean of Students Office, Dean of Graduate Division, Faculty and Staff Assistance Program (faculty and staff), Human Resources (staff), Labor

Relations (staff), Academic Personnel (faculty), Women's Resource Center (students), and Title IX/Sexual Harassment Office.

C. Confidentiality

In the handling of sexual assault cases, every effort is made to maintain confidentiality. While it is essential that campus representatives honor the choices of the survivor, there are instances where it is the University's ethical and legal responsibility to disclose information regarding the circumstances related to a specific incident. For example, authorized representatives may share this information when the survivor or alleged perpetrator threatens her (or his) own health and safety or the health and safety of others and/or when the survivor is a minor (under 18 years of age). Legal questions regarding confidentiality should be referred to the UCR Office of Campus Counsel (951) 827- 2228.

VII. SERVICE PROVISION GUIDELINES APPLYING TO THE SEXUAL ASSAULT RESOURCE SERVICES CONSULTANT AND TEAM

A. The role of the Sexual Assault Resource Services Consultant includes, but is not limited to, the duties listed below:

1. Provide emotional support and assistance in helping a survivor to identify existing needs (e.g., medical, legal, psychological, academic/job-related assistance).
2. Identify appropriate campus and/or community services to provide necessary assistance and serve as a liaison to those services as requested by the survivor.
3. Explain the options and alternatives available to the survivor including, but not limited to:
 - a. Filing a police report;
 - b. Obtaining aid through the Riverside County District Attorney Victim-Witness Assistance Program;
 - c. Disciplinary options available within the University;
 - d. The availability of mediation;
 - e. Alternative housing assignments in cases involving University housing; and
 - f. Academic and job-related assistance.
4. Provide follow-up as needed with the survivor to determine if services have been obtained and have met the survivor's needs.
5. Act as an educator about rape and sexual assault.
6. Provide information, support, and referrals to significant others, family and friends in order to address their concerns and facilitate the survivor's recovery process.

B. Sexual Assault Resources Services Team (SARST)

The Sexual Assault Resource Services Team is coordinated by the Sexual Assault Resource Services Consultant (SARSC). The team is composed of the Sexual Assault Resource Services Consultant (SARSC) and UCR professional-level staff members who have received specific training in working with rape and sexual assault survivors, and of UCR students who are certified volunteers for the Riverside Area Rape Crisis Center. If the Sexual Assault Resource Services

Consultant (SARSC) is unavailable to provide services a member of the SARST will be assigned to provide ongoing assistance.

B. Philosophy in Providing Services to Survivors

It is essential that SARSC and SARST maintain confidentiality according to the general provisions (discussed in section IV. C) to ensure a climate in which survivors feel safe and in control. Further, it is essential for the SARSC and SARST to refrain from identifying a specific course of action survivors should take. Rather, they should provide information, choices and options to assist survivors in making their own decisions (except in situations where survivors are at risk of endangering themselves or others). It is important for the SARSC and SARST to act as an educator presenting options and alternatives as clearly, honestly and with as little personal bias as possible to ensure that survivors make informed choices which are in their best interests. This information should be presented in a supportive, non-judgmental manner.

C. Case Consultation between SARSC and the Riverside Area Rape Crisis Center

The SARSC will be available for consultation with and to assist the Riverside Area Rape Crisis Center in addressing concerns or questions which may arise in cases involving members of the UCR community.

D. Case Consultation between SARSC and UCR Police Department

The SARSC will be available for consultation with and assist the University of California, Riverside Police Department to address concerns or questions which may arise in cases involving members of the UCR community.

E. Consultation between SARSC and Campus Departments

The SARSC may also be called upon to interact with faculty when academic assistance is necessary or with Human Resources or Labor Relations representatives when job-related assistance is necessary. The SARSC also provides consultation services to other campus departments that may need assistance regarding how to handle a sexual assault incident (e.g., the Office of Residential Life/Community Residence, and Gender and Cultural Departments). In addition, the SARSC acts as a consultant to other interested individuals (at the request of the survivor) such as the survivor's parents, roommates, and friends.

***Note:** The SARSC will not provide specific or detailed legal, medical, or psychological guidance to a survivor.

VIII. CAMPUS SEXUAL ASSAULT PREVENTION EDUCATION PROGRAMS

Educational Training and Programming

The Sexual Assault Resource Services Consultant (SARSC) has the primary responsibility for providing educational programming and training to all departments providing services to or interacting with sexual assault survivors to ensure all concerned remain abreast of the latest resources issues and topics, including trends and other matters which may impact the workplace and higher education. Training on the issues of sexual misconduct (i.e., sexual assault, sexual harassment) is offered on a regular basis to campus representatives and those who may interact

with individuals impacted by sexual assault. For more information contact the SARSC at (951) 827-6225.

IX. ON-AND-OFF CAMPUS REFERRALS FOR STUDENTS, FACULTY AND STAFF

On-Campus Referrals for Students:

- Campus Health Center (important for follow-up medical care) (951) 827-3031
- Counseling Center (951) 827-5531
- Office of the Ombudsman (951) 827-3213
- Office of Residential Life/Community Residence (951) 827-6503/(951) 827-4252
- Student Conduct & Academic Integrity Programs (951) 827-4208
- Dean of Students Office (951) 827-4595
- Dean of Graduate Division (951) 827-4302
- Women's Resource Center (951) 827-3337
- Lesbian Gay Bisexual Transgender Resource Center (951) 827-2267
- UCR Police Department (951) 827-5222
- Title IX/Sexual Harassment Office (951) 827-7070

On Campus Referrals for Faculty and Staff:

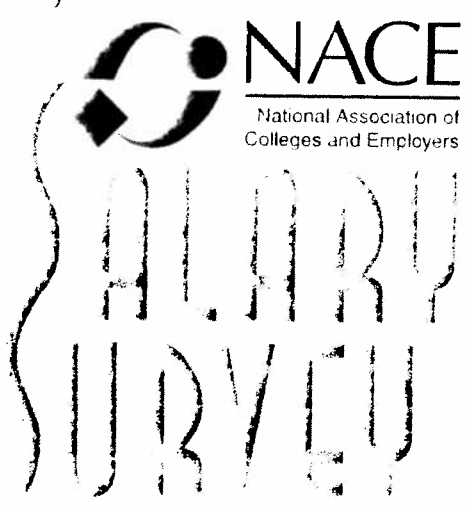
- Faculty and Staff Assistance Program (951) 781-0510/(800) 266-0510
- Human Resources (951) 827-5080
- Labor Relations (951) 827-3641
- Academic Personnel (951) 827-4847
- Office of the Ombudsman (951) 827-3213
- Dean of Students Office (951) 827-4595
(when the alleged assailant is a UCR undergraduate student)
- Dean of Graduate Division (951) 827-4302
(when the alleged assailant is a UCR graduate student)
- UCR Police Department (951) 827-5222
- Title IX/Sexual Harassment Office (951) 827-7070

Off-Campus Referrals for Students, Faculty and Staff:

- Riverside County Regional Medical Center Emergency Department (951) 486-5650
- Riverside Area Rape Crisis Center Hotline (951) 686-7273

Eds. is going to mention in current RAH

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A study of 2008-2009 beginning offers



Class of 2009 Holds Ground With Average Starting Salary Offer

Despite the poor job market, the college Class of 2009 held its ground with its overall average starting salary offer, which now stands at \$49,307.

That's off less than 1 percent from the average \$49,693 that 2008 graduates posted last year at this time.

The current average represents positive movement for 2009 graduates; the Spring issue of *Salary Survey*, released in April, showed an average offer that was slipping. In fact, in that issue, the average stood at \$48,515, down 2.2 percent from the average posted in spring 2008.

Tempering that "good" news is the fact that the number of offers reported to *Salary Survey* is down dramatically—off one-third from the number of offers reported last year at this time. Of course, not all offers are reported to *Salary Survey*, but its data combined with data from other NACE research efforts provide a telling picture of the current job market for new college graduates. Employers expected to hire 22 percent fewer new grads this year than last year

(*Job Outlook 2009 Spring Update*), and just 19.7 percent of the Class of 2009 reported having a job in hand by the time of graduation, compared to 25.8 percent from the Class of 2008 (*2009 Student Survey*).

Both this issue of *Salary Survey* and the *Student Survey* show that engineering grads as well as many grads in the business disciplines are faring best in the job market. The *Student Survey* shows accounting and engineering grads are most likely to have a job in hand, and this issue of *Salary Survey* shows that the largest number of offers were reported in the business and engineering disciplines. (See "Proportion of Offers By Curricular Area," page 7.)

"Faring best," however, does not necessarily translate into salary increases, at least not in many of the business fields. In fact, the overall average salary offer among the business disciplines rose by less than 1 percent and is now at \$47,239.

Accounting majors did better than the average, and posted a 1.9 percent increase for an average offer of \$48,993; that increase is consistent with increases posted throughout the academic year.

Conversely, the average offer to business administration majors fell 2.1 percent to \$44,944. (One factor in the decline: Many of their offers came from retail/wholesale firms, which offered an average starting salary of \$40,220—down 6 percent from the average offer of \$42,758 retail/wholesale employers offered business administration graduates just one year ago.)

Economics graduates also saw a decrease to their average salary offer, which fell by 1.3 percent to \$49,829.

In terms of salary, finance graduates and marketing graduates fared well in comparison to many of the other business disciplines. The average offer to finance graduates rose 2.9 percent to \$49,940, while marketing graduates posted a

Figure 1 Top Employers to 2008-09 bachelor's degree graduates

Employer Type	2009 Average Salary Offer	2008 Average Salary Offer	Percent Change In Salary Offer
Accounting Services	\$50,362	\$49,318	2.1%
Engineering Services	\$57,524	\$55,039	4.5%
Educational Services	\$35,240	\$34,141	3.2%
Consulting Services	\$54,143	\$54,777	-1.2%
Aerospace	\$58,495	\$56,332	3.8%
Financial Services	\$51,190	\$48,524	5.5%
Government (Federal)	\$45,497	\$45,815	-0.7%
Retail/Wholesale Trade	\$41,318	\$41,541	-0.5%
Petroleum & Coal Products	\$73,768	\$67,018	10.1%

*Based on the number of offers reported.

continued on page 30

continued from page 1

3 percent increase for an average of \$43,325. Financial/treasury analysis positions were most-offered to finance graduates; the average offer for these positions remains level at \$52,815, but the number of offers fell by about one-quarter. Sales jobs were the most common opportunity for marketing graduates; while the average salary for a sales job remained level with last year's average offer (\$41,345 for marketing grads this year), the number of sales opportunities available to these grads fell by about one-third.

Earlier this year, the broad category of computer science-related fields (computer science, computer programming, computer systems analysis, and information sciences and systems) experienced a drop off in the group's overall average offer. In fact, in the Spring 2009 *Salary Survey*, the average for this group was down 5 percent compared to Spring 2008. Currently, however, this group has bounced

relatively level at \$64,904, just 0.2 percent below last year's average offer of \$65,057 for these same positions.

Computer engineering graduates saw their average offer rise 3.6 percent to \$61,738. Much of that bump up can be attributed to the types of positions these graduates were offered. Software design and development jobs were the most common offering, and the average salary for these jobs rose 5.6 percent over last year, from \$62,155 to \$65,619.

Electrical engineering graduates earned one of the larger increases; their average offer rose 5.6 percent to \$60,125, and the average offer to mechanical engineering graduates rose a respectable 3.1 percent to \$58,766. Civil engineering graduates, however, saw their average offer just nudge up slightly—0.8 percent—to \$52,048.

Figure 2: Top Jobs for 2008-09 bachelor's degree graduates*

Job Function	2009 Average Salary Offer	2008 Average Salary Offer	Percent Change In Salary Offer
Financial/Treasury Analysis	\$52,547	\$51,448	2.1%
Management Trainee (Entry-Level Mgmt.)	\$41,229	\$42,123	-2.1%
Teaching	\$35,486	\$34,935	1.6%
Consulting	\$56,793	\$55,738	1.9%
Accounting (Public)	\$50,312	\$47,453	6.0%
Sales	\$42,015	\$41,705	0.7%
Accounting (Private)	\$46,562	\$47,000	-0.9%
Software Design & Development	\$65,785	\$61,159	7.6%
Project Engineering	\$58,244	\$55,999	4.0%
Auditing (Private)	\$48,234	\$49,737	-3.0%

*Based on the number of offers reported.

back; their average offer as a group now stands at \$59,418, up 1.9 percent over last summer.

Among the specific disciplines in this group, computer science grads saw their average salary offer rise 1.6 percent to \$61,407—a significant change from the 3.6 percent decrease they experienced in Spring 2009. Information sciences and systems grads, however, saw their average offer slip slightly to \$52,089, down less than 1 percent from last year at this time.

Not surprising, as a group, engineering graduates enjoy the highest salary increase. Overall, the average offer to engineering graduates is up 3.7 percent to \$59,254. That increase, however, does not mean engineering graduates are immune to the effects of a tight job market: In fact, the number of offers to engineering graduates is down significantly—more than 45 percent—compared to last year at this time.

Chemical engineering graduates posted a 2.7 percent increase to their average salary offer, which now stands at \$64,902. They were most likely to be offered a process engineering (chemical) position. The average salary for such a position remained

As a group, liberal arts graduates did not see much change to their average salary offers. Their overall average offer fell less than 1 percent from \$36,419 last year to \$36,175.

Among the liberal arts disciplines, English majors posted a 1.1 percent increase in their average salary offer, now standing at \$34,704. History majors also posted an increase; their average salary offer rose 1.7 percent to \$37,861.

The average offer to those majoring in psychology increased 2.1 percent to \$34,284. Conversely, the average offer to sociology majors fell 4.4 percent to \$33,280.

Many Class of 2009 graduates continue their job searches, but, as this report demonstrates, those who have secured employment have starting salaries that are comparable to those offered a year ago, underscoring employers' reluctance to tamper too much with starting salaries, even in a tight economy. (See Figures 1 and 2: Both show that salaries have remained level—and even increased in some cases—despite fewer opportunities available to 2009 graduates.) NACE will take a final look at starting salaries for 2008-09 graduates with the Fall issue of *Salary Survey* in September.

Coming in August: NACE will take a first look at the job market for the college Class of 2010 with the *Job Outlook Fall Preview*. Preliminary results will be released in August issues of NACE's Spotlight Online newsletter (www.nacweb.org/info_public/spotlight_online.htm), and full results are anticipated in early September.

RIVERSIDE

Commencement 2010

Schedule of Ceremonies – draft 7/27/2009

Friday, June 11, 2010

6:00 p.m., Pierce Lawn

College of Humanities, Arts and Social Sciences Group 1

(All Doctoral, Master's and Bachelor's degree candidates in the departments of Psychology, Sociology, Religious Studies, Women's Studies)

Saturday, June 12, 2010

8:00 a.m., Pierce Lawn

A. Gary Anderson Graduate School of Management

(All MBA and Bachelor's degree candidates)

6:00 p.m., Pierce Lawn

College of Humanities, Arts and Social Sciences Group 2

(All Doctoral, Master's and Bachelor's degree candidates in the departments of Art, Art History, Comparative Literature and Foreign Languages, Creative Writing, Dance, English, Ethnic Studies, Media and Cultural Studies, Hispanic Studies, Interdisciplinary Programs and Liberal Studies, Music, Theatre)

Sunday, June 13, 2010

8:00 a.m., Pierce Lawn

**College of Natural and Agricultural Sciences and
Division of Biomedical Sciences**

(All Doctoral, Master's and Bachelor's degree candidates)

6:00 p.m., Pierce Lawn

College of Humanities, Arts and Social Sciences Group 3

(All Doctoral, Master's and Bachelor's degree candidates in the departments of Anthropology, Economics, History, Philosophy, Political Science)

Monday, June 14, 2010

8:00 a.m., Pierce Lawn

Graduate School of Education

(All Doctoral, Master's and Teacher Credential candidates)

6:00 p.m., Pierce Lawn

Bourns College of Engineering

(All Doctoral, Master's and Bachelor's degree candidates)

7/27/09

Bourns College of Engineering 20th anniversary lecture series

We envision 9-12 lectures in the 2009-10 academic year: at least five by faculty, as many as four or five from outside experts. Each lecture will focus on the next 20 years in a given topic. Speakers, topics, and dates must be scheduled by August 26, 2009.

We also need a graduation speaker. While recruiting outside speakers, we can invite graduation speakers, too. More ideas than you see on this page are welcome.

BCOE FACULTY POTENTIAL TOPICS

<i>Department</i>	<i>The next 20 years in... (the department will need to designate a topic and speaker; these are just suggestions)</i>
Bioengineering	Medical technology "Living" machines
Chemical and Environmental	Water supply Fuels and energy
Computer Science	Personal computing Networks and communications
Electrical	Solar energy Networks and communications Surveillance and public safety technologies Robotics Transportation and mobility
Mechanical	Materials science Solar energy Air quality
Materials Science and Engineering	
CE-CERT	Air quality Energy Transportation/mobility
CRIS	Surveillance and public safety Understanding living systems
CNSE	Nanoelectronics Computer memory Computer processing

GUEST SPEAKER TOPICS: We need a few "next 20 years" outside speakers, plus a commencement speaker (Monday, June 14, 2010)

<i>Speaker</i>	<i>The next 20 years in...</i>
U.S. Secretary of Energy	Energy
Rep. Ken Calvert	Energy
U.S. EPA Administrator	Environmental protection
Pew Center for the Environment Director	Environmental protection
Resources for the Future	Environmental protection and sustainability
Hunter or Amory Lovins	Sustainability

Mary Nichols	Environmental protection
NSF Director, Arden Bement	?
Dreamworks, Apple, or Lucasfilm executive (maybe John Couch from Apple?)	Computers and entertainment, virtual and real worlds
Intel executive	Computing
NIH director	?
U.S. surgeon general	Public health and technology
Space-X	?
Elon Musk	Technology entrepreneurship
Wanda Austin, Aerospace Corporation	?
Click & Clack	Transportation
Bill & Melinda Gates Foundation	Technology and medicine
CA Governor or Governor's Science Advisor	Science education
Neil deGrasse Tyson	Science education
U.S. Secretary of education	Science education
U.S. Secretary of Commerce	U.S. technology leadership
President Obama	Baseball outlook
Bill Gates	Uh, we'll think of something
Rockefeller Foundation	Green prosperity?
Beckman Foundation	?