June 2, 2019

The sources below were located and download 02JUN2019.

Columbia University

***“Columbia Spectator”***

**[INTRO](https://www.columbiaspectator.com/news-features/2019/04/11/up-against-the-invincible-a-professor-was-convicted-of-sexual-misconduct-why-is-he-still-on-campus/)**

**“*Up against the invincible: A professor was convicted of sexual misconduct.***

***Why is he still on campus?”***

**[PART 1: FIRST LINE OF DEFENSE](https://www.columbiaspectator.com/news-features/2019/04/11/up-against-the-invincible-the-first-line-of-defense/)**

Up against the invincible: The first line of defense.

**[PART 2: SIDE-STEPPING THE SYSTEM](https://www.columbiaspectator.com/news-features/2019/04/11/up-against-the-invincible-side-stepping-the-system/)**

Up against the system. Side-stepping the system.

**[PART 3: BREAKING THE BLACK BOX](https://www.columbiaspectator.com/news-features/2019/04/11/up-against-the-invincible-breaking-the-black-box/)**

Up against the invincible: Breaking the black box.

**[6 Takeaways From Spectator’s Investigation into faculty sexual misconduct](https://www.columbiaspectator.com/news-features/2019/04/11/when-tenure-trumps-title-ix-6-takeaways-from-spectators-investigation-into-faculty-sexual-misconduct/)**

[When tenure trumps Title IX:6 takeaways from Spectator’s investigation into](https://www.columbiaspectator.com/news-features/2019/04/11/when-tenure-trumps-title-ix-6-takeaways-from-spectators-investigation-into-faculty-sexual-misconduct/)

[Faculty sexual misconduct. [[1]](#footnote-1)](https://www.columbiaspectator.com/news-features/2019/04/11/when-tenure-trumps-title-ix-6-takeaways-from-spectators-investigation-into-faculty-sexual-misconduct/)

[In a year-long investigation](https://www.columbiaspectator.com/news-features/2019/04/11/up-against-the-invincible-a-professor-was-convicted-of-sexual-misconduct-why-is-he-still-on-campus/), Spectator examined four separate, high-profile cases in which a nontenured faculty or student accused a tenured faculty of sexual misconduct, revealing violations of consensual relationship policies and instances of sexual assault. The conclusions of these cases saw faculty renounce the right to teach, be convicted of what they were accused, or felled in the court of public opinion.

But these cases also revealed that in the battle between Title IX and tenure, the latter is seemingly invincible.

**1. They interact with our peers. They work in our libraries. They roam freely on our campus.**

**2. The process for dismissing tenured faculty is so convoluted that it’s never been used.**

**3. The burden largely falls on complainants to avoid their alleged harassers.**

**4. Tenured professors make their own rules when settling a case with the University.**

**5. Complainants rarely find out the full scope of what happens to their alleged perpetrator—including whether or not they may remain on campus.**

**6. When tenure rights clash with Title IX laws and policies, tenure rights largely win out.**

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The above notes are posted without comment.

If they turn out, in fact, to be universally applicable across our universities,

then our strategies will need to be carefully and surgically crafted.

An obvious point.

Hayden.

1. Source: <https://www.columbiaspectator.com/news-features/2019/04/11/when-tenure-trumps-title-ix-6-takeaways-from-spectators-investigation-into-faculty-sexual-misconduct/> downloaded 02JUN2019 [↑](#footnote-ref-1)