

**NORTHERN MICHIGAN UNIVERSITY**  
**BOARD OF TRUSTEES**  
**Minutes of the Meeting of the Policy Review Ad hoc Committee**  
**Wednesday, December 5, 2018**

A meeting of the NMU Board of Trustees Policy Review Ad hoc Committee was held on Wednesday, December 5, 2018 via conference call. It was convened at 10:07 a.m. by Chair Alexis M. Hart.

**Members Present:**

Ms. Alexis M. Hart, Chair  
Mr. James K. Haveman  
Ms. Tami M. Seavoy  
Mr. Robert E. Mahaney, ex officio  
Dr. Fritz J Erickson, ex officio

**Senior Staff and Counsel present included:**

Mr. Kurt McCamman, Legal Counsel  
Ms. Cathy A. Niemi, Secretary of the Board of Trustees  
Mr. Michael Bath, Chief of Police / Director of Safety  
Ms. Jill Compton, Director – Internal Audit/Risk Management  
Ms. Janet Koski, Director – Equal Opportunity / EO Officer / Title IX Coordinator

**SEXUAL MISCONDUCT POLICY – DRAFT**

The Committee reviewed a second draft of the Sexual Misconduct Policy. Discussion was held regarding the draft to date, policies versus procedures and the guidance the Board of Trustees provides the President, DOE proposed guidelines and timeframe, preponderance of the evidence vs. clear and convincing evidence, proactively communicating training programs, among others.

**NEXT STEPS**

- DOE guidelines are open for public comment for 60 days. The public comments will be assessed by the DOE after the public comment is closed. The Committee will meet again after that time to ensure the policy reflects the DOE guidelines.
- Interim vs. Final Policy – NMU will continue to review and make revisions to the policy at this time, keeping the interim policy fluid until the DOE guidelines have been finalized. Once draft policy is complete, it will be brought to the President's Council for input, following the same process for all policies, and then brought to the full Board for consideration.

**ADJOURNMENT**

Chair Hart adjourned the meeting at 11:04 a.m.

Respectfully submitted,

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Alexis M. Hart  
Committee Chair