COMMITTEE NAME: BIPC
MEETING DATE & TIME: 10/30/26, 2PM
MEETING LOCATION: A&S 3-49

ATTENDANCE:

MEMBERS		**"P" denotes Present, "A" denotes Absent, "R" denotes Regrets**	
P	Rachel Bray	R	Laura Newbern
P	Hedwig Fraunhofer	P	Austin Parks
P	Javier Francisco	A	Frank Richardson
P	Jennifer Graham	R	Peter Rosado
RJan. J	David Johnson	R	Kim Scott
P	Eric Johansen	A	Jane Walmsley
P	Jasmine Kelly		
GUESTS			
	Italicized text denotes information from a previous meeting.		
	*Denotes new discussion on old business.		

AGENDA TOPIC (Committees should feel free to customize this template to make it as functional for them as possible. Other categories of topics might include Reports, Information Items, Unfinished Business, etc.)	**DISCUSSIONS & CONCLUSIONS**	**ACTION OR RECOMMENDATIONS**	**FOLLOW-UP** {including dates/responsible person, status (pending, ongoing, completed)}
I. Call to order	Meeting called to order at 2:02p.m.		
II. Approval of Agenda	Agenda was approved		
III. Approval of Minutes	Minutes were approved		

IV. Old Business/Review of Actions/Recommendations			
1. Anti-Bullying Policy	Discussion included: Clarification regarding the repetition of the word *respect* in Eric's BIPC research brief. The definition of a *reasonable person* was also clarified. Discussion of term *hostile* in the draft when no EEO related issues are at stake.	It was proposed that the word *respect* be added to the definitions section of the brief; it was also suggested that the draft reference USG's Ethics Policy to learn how respect is defined along with its definition in the Bobcat Code.	Eric will review the draft as discussed at the meeting and make appropriate changes. The Committee will then discuss the next draft at our next meeting.
2.	Discussion of the draft passage: "Research on workplace bullying in higher education — including foundational work by organizational scholars such as Heinz Leymann and Kenneth Westhues — documents a pattern sometimes described as "academic mobbing," in which decentralized authority, intense intellectual disagreement, and tenure-related dynamics can create conditions for coordinated efforts to isolate or undermine an individual."	Removal or edit of this passage in order to avoid confusion of intellectual disagreements and tenure reviews with bullying. Further discussion may be needed.	Eric will review the draft as discussed at the meeting and make appropriate changes. The Committee will then discuss the next draft at our next meeting.
V. New Business Actions/Recommendations			
1.			
2.			
VI. Next Meeting	January 8 at 2pm; A&S 3-49 is reserved for all BIPC meetings		
VII. Adjournment	Meeting adjourned at 3:14pm		

Distribution (as determined in committee operating procedure – one possibility given):
First; To Committee Membership for Review
Second: Posted to the Minutes Website

Approved by: Hedwig Faunhof
Committee Chairperson (Including this Approval by chair at committee discretion)

Guidance

COMMITTEE NAME: BIPC
COMMITTEE OFFICERS: HEDWIG FRAUNHOFER, CHAIR; AUSTIN PARKS, VICE-CHAIR; DAVID JOHNSON, SECRETARY
ACADEMIC YEAR: 2026-27

AGGREGATE MEMBER ATTENDANCE AT COMMITTEE MEETINGS FOR THE ACADEMIC YEAR:
"P" denotes Present, "A" denotes Absent, "R" denotes Regrets

Meeting Dates	9/4	Date2	10/30						
Rachel Bray	P	P	P						
Hedwig Fraunhofer	P	P	P						
Javier Francisco	R	P	P						
Jennifer Graham	A	P	P						
David Johnson	P	P	R						
Eric Johansen	P	P	P						
Jasmine Kelly	P	P	P						
Laura Newbern	P	P	R						
Austin Parks	P	P	P						
Frank Richardson	A	A	A						
Peter Rosado	R	A	R						
Kim Scott	A	A	R						
Jane Walmsley	A	P	A						

Hedwig Fraunhofer
CHAIRPERSON SIGNATURE

DATE Nov. 3 2026

(Including this Approval by chair at committee discretion)