

CCCSAO – Ithaca (TC3)
E. Gooding, Council Secretary
Wednesday, June 10, 2015

Present: R. Shidemantle, B. Penrose, J. Enser, J. Rosenthal, J. Kelly, M. Hawes, E. Goodling, A. Topping, S. Reynolds, J. Pitman, B. Karp, J. White, G. Brusati, S. Fragale, L. Droz, A. Trueman, J. Storch, G. Taylor, R. Hoda-Kearse

- Welcome (A. Topping)
- B. Penrose – Introduction to J. Storch
- J. Storch – Title IX Presentation
 - Problematic language – context can make some language ambiguous – difficult to legislate with broad brush strokes
 - Judicial process – due process rights imperative
 - Importance to recognize academic freedom
 - Oct. 2014 – Gov. Cuomo mandate for SUNY uniform policies on sexual violence
 - Working group established – B. Penrose was community college representative
 - Chancellor released work of committee on Dec. 1, 2014
 - Definition of consent was key piece of the work – essential messages are, “sex is not something that happens to you, it is something you participate in” and “SUNY has an expected level of behavior.”
 - Legislation has been drafted for all NYS colleges/universities to have uniform reporting and language
 - Mandatory transcript notation (SUNY language has required since 2004)
 - Appeal process required at some level; allowed for both accused and accuser
 - Wording that penal law different than judicial process
 - Working with Senator Gillibrand’s office
 - Campus resources will be released on SUNY website – available in approximately 2 weeks.

Thursday, June 11, 2015

Present – J. Enser, R. Shidemantle, B. Penrose, J. Kelly, S. Reynolds, A. Trueman, S. Whiffen, S. Fragale, J. Rosenthal, B. Karp, J. Pitman, A. Topping, R. Hoda-Kearse, M. Hawes, E. Goodling, G. Taylor, G. Brusati

1) Welcome from Council President, Ann Topping

2) State University Update – Liz Droz, Asst Vice Chancellor for Student Affairs

- Check-in with membership about campus climate
- Strategic Goals and Current Initiatives

- Focus on enrollment
- Access, success, completion, research, engagement, and assessment
- Chancellor's Goals
 - Enrollment
 - Completion team
 - Financial aid – Student Debt Reduction project
 - TeachNY – new teacher prep program
 - Invest in community colleges – remedial pathways leading to increased success rate
 - Early College High Schools
 - Start Up NY
 - Open SUNY – increase offerings, marketing (64 programs/19 campuses)
 - Evaluation/Assessment – 10 campuses – presidential evaluation
- Enrollment – SUNY applications for fall 2015 are up
- Student Success
 - Applied learning
 - Study abroad
 - Undergraduate research
 - Freshman seminars
 - Learning communities
- Open SUNY
 - Student support services
 - Best practices
 - Orientation
- Multicultural Experiences and Student Success
- University Life and Student Success
 - Open SUNY
 - Health and Safety Issues
 - Sexual Violence Prevention and Response
 - Veterans
 - Athletics
- Volunteer to work on committees or projects – Elizabeth.droz@suny.edu
- Encouragement for CC system-wide benchmarking of campus data/practices
- Investment and Performance Fund Discussion
 - SUBOA web – suboa.org (meeting link)

3) President's Report Update – Steve Tyrell

- SUNY Diversity Officer Discussion – CC presidents committed to concept and activities focused on promoting diversity; challenging to support funding FT position on each CC campus.
- Mandate for appeal to president for judicial/Title IX – recommendation that president not be in position of final appeal due to potential for litigation
- Question regarding SUNY evaluation of community college presidents – no discussion of this practice with CC presidents at this point in time.
 - SUNY Excels initiative may have bearing on practice

- SUNY “Assessment” of community colleges remains an important discussion item among the presidents
- Presidents opposing legislation regarding proposed requirement in NYS for BSN degree for RN credential – driven by national data from insurance companies
- Recommendation that all CC presidents gain full understanding of the implications of Title IX/VAWA and need for compliance
- Next meeting of CCCSAO - OCC – September 23-25, 2015

4) Best Practices Roundtable

- G. Taylor – Middle States has prompted GCC to develop template for development of plans stemming from strategic plan (sustainability, enrollment, etc.)
 - Rubric available from G. Taylor
- E. Gooding/A. Trueman – functional area review process
- Discussion as to compliance with Child Protection Policy
- A. Topping – discussion as to need to separate BITeam from sexual assault intervention team
 - GCC separating into two groups
 - Must make distinction between information that must be kept confidential and personnel who inform/guide the process – even if maintaining confidentiality
- A. Trueman – book recommendation – Rethinking Community Colleges – TC3 has begun campus discussion regarding setting focus/intention – particularly with incoming freshmen
 - Development of more prescriptive approaches
 - Approach has impact upon student services

5) GiveGab Presentation

- Founder/Contact: Charlie Mulligan – Charlie@GiveGab.com (570-313-6724)
- Why people volunteer
- GiveGab helps build a mechanism to use as a motivator for volunteerism
 - Assists to log hours as well as to post volunteer opportunities
 - In-depth communication dashboard – allows for good communications about opportunities and between groups
 - Emphasizes/promotes the fun aspects of volunteerism
 - Can highlight volunteer leaders – and also keep data on those events that are most engaging
 - Volunteers can establish their own profiles and use format for social media – allows for student “reflections”
 - Volunteers can track hours as well as donations – end of semester tracking accomplished easily
 - Map of volunteer activities by calendar date
 - Information available on multiple platforms
 - Non-profits can post their own volunteer activities – allows for interaction with volunteers and forms volunteer ecosystem
- Integrated Fundraising mechanism

- Funding for company stems from % of fundraising from nonprofit organizations – platform at low cost or free to colleges/organizations
- Volunteer and Donor Management platform
- Allows for tagging of faculty/staff volunteerism in the community – in newsfeed

6) **Dona Bulluck – Transgender Issues in Higher Education**

- Important to meet OCR requirements
- Very little guidance in law at this time
- Review of definitions – transgender and transsexual are not interchangeable terms
 - Internal orientation (gender identity) vs. external appearance/manifestation (gender expression)
 - Important to understand and use correct terminology
 - Sexual orientation and gender identity are not the same – transgender people may be straight, lesbian, gay or bisexual
- Transgendered people are exposed to discrimination and ridicule
 - High incidence of depression and suicide
- Title VII of the Civil Rights Act of 1964
 - Unlawful employment practice for employer to discriminate against individual because of individual's sex.
 - Title IX, Title VII, and Title IV (at times) will apply
 - Early courts did not identify transgendered individuals as protected class
 - 1989 – Price Waterhouse v. Hopkins – landmark case for transgender individuals
 - Court did not uphold decision but EEOC held that transgender discrimination is sex discrimination – EEOC had the authority to uphold action
 - Title IX – Miles v. New York University – 1997
 - ADA of 1983 – Transgender not viewed as covered as disability
 - NYS Human Rights Law
 - Unlawful for employer to discriminate “because of” ...”sexual orientation or sex.”
- Local laws – many jurisdictions have passed legislation to protect transgender persons
 - May provide greater protection than state or national laws
 - People have a right to express themselves externally on the basis of how they perceive themselves internally
- OCR investigation – will be based upon what you knew or reasonably should have known and the actions you took based upon that knowledge
- Sex-Segregated Facilities
 - Goins – transgender woman asked to use a unisex bathroom after co-workers complained
 - Goins objected – alleged hostile workforce and treated in a manner causing stress
 - OCR issue
- Dress and Grooming codes

- Transgender employee may utilize NYS Human Rights law as disability (not ADA) and requires for a reasonable accommodation
- Implications for housing
 - Offer gender neutral or gender-inclusive housing
 - Train residence hall directors and residence assistants on LGBT issues (transgender resource guide, SUNY Oneonta)
 - Start a Safe Space Housing program (SUNY Oneonta)
 - Construct gender neutral bathrooms (typically single stall)
 - Question on application – are you willing to live with a transgender student
- Legal Name Changes – under common law, a person may change his/her name at will so long as there is no intent for fraud, misrepresentation, or interference with the rights of others. The change is accomplished by usage or habit.
- Athletics – NJCAA has written, explicit rules about competing in athletic events
- Birth Certificates – June 2014 – applicant can change gender marker on birth certificate if physician submits statement that the applicant is undergoing relevant clinical treatment (psychological and/or physical treatment)
 - Does not apply in NYC – the city issues its own birth certificates and has its own ordinances/laws
- Diversity Policy – add the phrase “gender identity or expression” to the campus’ non-discrimination policy.”

7) Members had choice between farm tour and service opportunity discussion

Friday, June 12 – CCCSAO Business Meeting

Present: A. Topping, G. Taylor, B. Penrose, B. Karp, G. Brusati, J. Kelly, S. Fragale, R. Hoda-Kearse, A. Trueman, E. Goodling, J. Pitman, M. Hawes, J. Enser

- Motion to accept Sept. 2014 minutes (Enser/Trueman) – approved
- Treasurer’s report – J. Kelly (attached)
- Discussion re. the possibility of attaining 501 3(C) status
- President’s report recommendations (to S. Tyrell)
- Use CCCSAO minutes as talking points to CC presidents
- Old Business
 - Topping will follow-up to gain data from Business Officers group; data will assist in CCCSAO work regarding implications of financial aid practices on student enrollment in NYS
 - L. Droz will act as advocate in acquiring data
- New Business
 - Future meetings:
 - September 23-25 – Onondaga CC, Syracuse
 - Spring meeting – TBD – survey will be administered in attempt to increase attendance
 - Fall 2016 – Jefferson CC
 - Certificate of Residency (COR) question

- Cannot be dated more than 60 days before the first day of classes
 - Each county designates its own grace period for COR's turned in after the first day of class
 - Assessment Council
 - S. Fragale will speak to M. Asselin about representation for this group (SCCC close to Albany)
 - Applied Learning – SUNY
 - Potential for CCCSAO to request A. Newkirk (SUNY) to attend meeting; A. Topping will follow up
 - Grants
 - Potential for CCCSAO to seek consortium activity to apply for larger grants
 - Group in favor of consideration of concept – (Gates, Lumina, etc.); G. Taylor and R. Hoda-Kearse will follow up by reviewing the materials and communicating back to Council.
- Potential Agenda Items – September 2015 meeting
 - Clery audits (Fulton-Montgomery, Niagara CCC, Herkimer, GCC were 2014-15 audits) – panel discussion (Kelly, Taylor, Hawes, Pitman) – A. Topping will seek guidance from L. Droz
 - HESC will facilitate audit at request; GCC reports that this was helpful
 - Best Practice Model – R. Hoda-Kearse report on CUNY model (potential for Spring 2016)
 - Report from SUNY Title IX/VAWA orientation/education committee – potential for WeComply and Haven as sponsors (Rebecca Harrington at Oneonta suggested as speaker – B. Penrose will contact)
 - Consolidated grant opportunities – potential for speaker from Lumina; A. Topping will pursue
 - White paper development – J. White
 - SUNY Assessment – potential for D. Moekel 1-page written report.
- Adjournment (10:45 a.m.)

**SUNY Community College Chief Student Affairs Officers
 Treasurer's Report
 Friday, June 12, 2015**

Beginning Balance	25-Sep-14	\$10,888.32	
<u>Amount of Withdrawals</u>			
Check #1009 VOIDED at Mouzon House	9/25/2014		\$0.00
Check #1010 Mouzon House - dinner on 9/25/14			\$980.91
Check #1011 Mouzon House - dinner on 9/25/14			\$165.10
Check #1012 - Hilton Garden Inn Dinner/Meetings			\$1,663.71
Check #1013 - Chartwells - Refreshments at SUNY Adirondack			\$782.32
<u>Deposits</u>			
Fall 2014 Conference Deposits	11/20/2014	\$1,875.00	**
Fall 2014 conference deposit	2/3/2015	\$275.00	
Spring 2015 Conference Deposits 9@250.00	6/8/2015	\$2,250.00	
Totals		\$15,288.32	\$3,592.04
Ending Balance on 9/25/2014 - \$11,696.28			

**includes \$500.00 sponsorship from the National Society for Leadership and Success