The meeting was called to order at 3:02 p.m.

Minutes

Minutes from the October 31, 2018 meeting were approved unanimously.

Provost’s Report – Ellen Granberg
The MAGIC building opening was a great success. Last week, the Board of Trustees officially approved the Strategic Plan. There will be full briefing for this group when Dr. Munson returns. Our first cartoonist in Residence, Leigh Rubin, was here last week. He taught several classes and is raving about RIT. He is working on Netflix series and we hope the first episode will be here at Imagine RIT.

Title IX Sexual Misconduct Climate Survey (presentation available on RIT Digital Archive)
Stacy DeRooy, Title IX Coordinator

I am here to review the results of the Title IX related climate survey we administered in spring 2018. This survey provides valuable feedback from the RIT community to better inform campus policy and programs. It also fulfills legal requirements of NYS Education Law, Article 129-B. It was sent to ~15,000 undergraduate and graduate students and we received 2,650 partial and complete responses – an 18% response rate.

This is the second time we have used this survey, so we are able to compare this year’s data with 2016.

- The general campus climate shows improvement. Ninety-seven percent of RIT students responded “I feel safe at this school” as compared to 93% of our cohort schools.
- 9% of respondents said they experienced at least 1 incident of sexual misconduct, similar to last year.
- Of 155 respondents who said they experienced sexual violence, 11% used RIT’s formal procedures to report the incident, while just 8% of the cohort did. It is good that more people are reporting.
- Q: Does this correlate with the numbers your department has tracked?
  A: It’s hard to compare because we don’t know how many instances are actually happening.
- Q: But, 155 said something happened.
  A: The survey is a broad generalization. When we look at our reports we look at everything that come through, so this is higher than the number of those who are actually reporting.
- Comment: We should be able to calculate how our real incidents and reports compare to the climate survey results about incidents of sexual misconduct vs. Reporting. This would give us an idea if the survey respondents were a representative sample
- Sexual harassment has the most concerning results. In response to the question “Has anyone done the following to you since the beginning of the school year?”
  - 54% - Made sexist remarks or jokes in your presence
  - 22% - Said crude, sexual things to you
  - 14% - Emailed, texted or used social media to send offensive content
  - 6% - Seemed to be bribing you if you agreed to engage in a romantic or sexual relationship
  - These incidents do not include the experience of at least 1 incident of sexual misconduct noted above by 9% of respondents.
- Intimate partner violence: of 799 RIT respondents who reported being in a relationship during the school year, 4% experienced intimate partner violence and 29% experienced non-violent or harassing behavior from a partner. Both of these percentages match the cohort responses.
• Stalking and Harassment: 22% responded yes, most received unwanted phone calls or messages, most often from an acquaintance or peer. Respondents most often told a roommate, friend or classmate about the incident, but these behaviors do bubble up through peers who encourage reporting.

• Students were asked if they received prevention training. Responses show we consistently do a good job reaching first year students and we need to do better with returning students. There was a dramatic increase in the percentage of graduate students who reported receiving prevention education.

A number of Title IX proactive activities have begun this fall.

• Student Wellness Team
• Using KeynectUp - eBiz card for all new students – easily download all safety resource info to their phones
• Title IX Coordinators – introduced at New Student Orientation along with resources and reporting options
• Investigation Process Demonstrations to increase student awareness of and comfort with the process.

Ongoing Action Items for Title IX Office and Partners to increase awareness and training for students beyond the first year include:

• create workshops and programming to address and involve relevant community members
• tailor training to participants, acknowledging special needs and concerns of particular RIT communities
• offer interactive learning opportunities with multiple points of contact reinforcing the message
• promote active bystander campaign and enhance peer-to-peer programming

What we all can do to help:

• encourage individuals to report sexual misconduct
• incorporate reporting options and resources in syllabi
• educate yourself on how to identify discriminatory or harassing behavior and intervene
• continue to help build a culture of respect, consent and non-violence

Stacy closed by sharing the “It’s On Us – RIT” video which can be found at https://www.youtube.com/watch?v=6eG5a4Y5nHg

Q: I’m wondering to what extent you interface with the Student Health Center (SHC)? Do they have a protocol to ask students if they feel safe at home, etc.?
A: I don’t know if they do and information gathered this way would be confidential and not shared with my office. However, I do know that SHC staff are trained and know to refer to the appropriate RIT office if students disclose.

Q: If prevention training would fit in a class, would you be open to presenting there?
A: Absolutely. I have done so and would be happy to come to any class.
C07.0 Privacy Policy REVISIONS (draft policy available on RIT Digital Archive)
Bobby Colon, General Counsel

This is the introduction of revisions to this policy. I will be presenting at Academic Senate, Staff Council and Student Government to gather feedback and each groups’ endorsement.

Why do we need a new C07.0 Privacy Policy?
• Per Policy B05.0 the “Policy on Policies,” all policies must be reviewed every 5 years. C07.0 was last edited in 2010.
• In addition, there is 1) a new focus on privacy and appropriate use of personally identifiable information, 2) new breach notification statutes and 3) the European Union’s General Data Protection Regulations which affect our global campuses. Our privacy policy needs to be consistent with all of these.

Old Policy C07.0
Established four privacy principles and standards:
• comply with applicable state, federal, and local privacy laws
• RIT’s right to inspect and retain personal property, remove from or limit access to RIT property, and delete or limit materials posted on RIT property
• inspection and retention of property in furtherance of a legitimate university reason
• cooperate with law enforcement officials
It also created process for implementing principles and standards and included a 17 member committee.

New Policy
• Reaffirms the university’s commitment to respect the privacy of students, faculty and staff that use the RIT Information Systems
• Establishes the expectation that the university must have access to RIT and personal property, to:
  • protect the health and safety of members of the RIT community
  • protect the security of Personal Information and RIT’s Information Systems from cyber threats, and
  • ensure compliance with applicable law and regulations and university policies, including university policies prohibiting harassment and discrimination
• Expands on the privacy principles and standards – see presentation on RIT Digital Archive for more information.

What’s new and different?
• Removed from C7.0 - The requirement to have RIT officer provide written authorization to retain and inspect personal property
  – This is a procedural requirement which will be included in a procedures document
• Removed from C7.0 - The Privacy Standing Committee
  – Replaced by a new Privacy Office, headed by a Privacy Officer, empowered to respond to privacy issues and complaints
• Added more privacy principles and standards. Increased from 4 to 10.

I have not provided a marked up copy of the policy showing the changes between old and new because this is a complete re-write.

Q: You mentioned moving things to procedures. What’s the difference between a policy and a procedure?
A: Policy goes through our governance process, procedures do not. Procedures are those things you need to do to implement the policy. The policy contains the principles.
Q: So hypothetically, officers could decide procedure?
A: As long as the procedure is consistent with the policy. Reason for this is to provide flexibility.

Q: Video surveillance records - what do we do with them?
A: The policy does talk about video and audio recording. Specifics for retention were not in old policy. The new policy should give us guidance going forward.

NEW Campus Event Parking Policy (draft policy available on RIT Digital Archive)
Kate Mason, Dir., Parking and Transportation Services

This policy is designed to preserve an appropriate number of general and reserved parking spaces for paid permit holders, while also supporting the use of RIT’s Henrietta campus for community, academic and other sponsored events and to provide a consistent approach for all event parking.

It applies Monday-Thursday between the hours of 8 a.m. and 4 p.m. during the fall and spring semesters when classes are in session, as these are the periods of peak parking demand.

• Forty (40) visitor vehicles can be accommodated in general parking for events scheduled during the period described above
• Events, individually or cumulatively, expecting between 41 and 200 guest vehicles will need to direct those vehicles to B Lot. Guest may ride the regular campus B Lot Shuttle to their destination or event owners can charter their own bus with an RIT approved vendor.
• Events for over 200 guests are encouraged to be scheduled after 4 p.m. Monday – Thursday or on Fridays and weekends.

Exceptions will be made for some events for example, the Career Fair. The review committee of exceptions shall initially consist of the Vice President of Development and Alumni Relations, Vice President and Associate Provost for Diversity and Inclusion, Vice President for Government and Community Relations and the Secretary of the Institute.

Q: Did you say a total of 40 parking spaces may be reserved for events on Monday-Thursday when classes are in session?
A: That is correct. If there is a need for more than 40 guest parking spaces, guests should be directed to park in Lot B.

Q: People keep asking me if it’s possible to build a 2nd layer of parking on top of the existing lots.
A: Yes, it’s possible but very expensive to build and maintain. And, there is sufficient parking on campus, it’s just not as close to the buildings as folks would like.

Q: Why couldn’t a guest just go to the Welcome Booth and get visitor pass?
A: They could, however license plates are photographed when a vehicle approaches the booth, so getting a ticket is a possibility.

Q: It’s up to the event owner to charter bus for their guests?
A: Yes, if they want/need one. Guests may also use the B Lot Campus Shuttle, which runs on a 30 minute loop.
Mental Health Services
Sandra Johnson, Senior Vice President, Student Affairs

Dr. Munson’s message to the RIT community “Enhancing Resources for Mental health and Student Well-being” (November 15, 2018) detailed the university’s action plan. We are now working towards implementing this plan. Positions for therapists and an additional case manager have been posted on Career Zone. Human Resources has been great in fast tracking these openings. In the interim, we have made some operational changes to open up more appointment slots, including suspending staff meetings to allow for more appointment slots, however this is not ideal as it is important for staff to meet as a team – this is temporary. As of today, the wait time for an initial appointment is little over 2 weeks.

More importantly, we know that we need to do more than just adding more staff. Many things are happening in parallel including more mental health education for students, faculty and staff as well as how we work as a community. Just like the “It’s on Us” video shared by Stacy DeRooy at this meeting – this is about the fabric and the culture of our campus. I’m here to say we want to and will be partnering with everybody on this campus. I can tell you from my perspective following this tragedy – the outreach I have received from faculty, staff, and alumni has been tremendous. Student Government has taken this up. So, we are not starting from point zero – we are already a community that cares.

Q: When a student calls for an appointment, is the phone answered by a live person?
A: Yes. An intake coordinator works with them and determines the appropriate next step.

Q: RIT has a partnership with Rochester Regional Health (RRH). Can we tap their resources?
A: We already have relationships with community providers including those in RRH.

Q: We just discussed the privacy policy. When I was in college, a fellow student was very reluctant to use on campus mental health services due to concern that the records could follow him beyond college.
A: Student medical and mental health care information is strictly confidential and is maintained separately from the student’s academic record.

*Bobby Colon commented that the draft C07.0 Privacy Policy has links to related policies and one includes health information. See Section IV. General Provisions, B4 of the current draft.

Q: Will there be ongoing opportunities for input and reporting to the community about mental health?
A: We are discussing with Dr. Munson the formation of a task force that would look first at what we are already doing, then compare to other institutions – benchmarking and then identify some gaps and recommendations to mitigate the gaps. In addition, we would want to consult with experts in the field to get feedback. Most importantly, we want to find ways to reduce the stigma of seeking help, so that students who are struggling won’t avoid reaching out for support.

Q: Seems part of the solution may be providing help to students with support groups. What can RIT do to encourage them?
A: In 2015, we brought in consultant to review the Counseling Center. At that time, students were immediately put in a group. As a result of the review, we reversed the process. Today, a student would first meet with individually with a therapist and then if a group is appropriate, they would be referred to the group. Groups are not fluid – maintaining group trust is critical so it is not always appropriate to add new participants. We already have a number of active groups, especially those dealing with specific conditions, such as addiction, where groups are the first line of intervention and support. We do not have a singular treatment focus – we use a variety of means.
Q: Do you have a psychiatrist on staff?
A: Yes, we do. They do primarily medication management. In addition, as of fall 2018, specific SHC staff can also prescribe psychotropic medications. Honestly, it is not typical for a college to have full-time psychiatrist on staff, we are very happy that we do as we have found that more students are coming to campus already on psychotropic medications.

Q: How well known is the suicide hotline? I’ve looked around and it doesn’t jump out to me.
A: We don’t promote only a suicide hotline, but rather anytime the Counseling Center is not open – there is a number that students can call if they are having a mental health concern— not just suicidal ideation – could be they are feeling depressed or are anxious. A mental health specialist will speak with the student and can provide referral info or can even contact Public Safety and/or Monroe County Sheriff if they are concerned the person is at risk of harming themselves or others. This service is called Protocall and was promoted via Message Center notices and during New Student Orientation. We just implemented it this past year. Many schools are using the same service.

New Business
• None

Meeting adjourned at 3:51pm.

Attendance – see next page.
### Attendance November 14, 2018

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**Key:** EC=Executive Committee; AS=Academic Senate; SC=Staff Council; SG=Student Government

**Interpreters:** Cheryl Bovard and Hannah Zimmerman Cameron