

MINUTES OF THE UNIVERSITY SAFETY COUNCIL MEETING
NOVEMBER 3, 2015
122 ROAN MOUNTAIN, PSU

PRESENT: Mark Bachmeier, J. J. Brown, Tandra Carter, Kendrick Dawson, Gunther Doerr, Sue Edwards, David Hayler, Troy Heustess, Bindu Jayne, Greg Lovins, Martha Marking, Jason Marshburn, Andrea Mitchell, Jane Nicholson, Amy Page, Alan Rasmussen, Amy Sanders, Brad Vest, Cindy Wallace, and Charlie Wallin.

MINUTES – The minutes of the University Safety Council meeting on October 6 were approved.

PROTESTS– Cindy and Greg talked about the protest held on the afternoon of the first Thursday football game and relayed that there would be another protest scheduled for this Thursday (November 5), along with a scheduled protest on Sanford Mall today at noon regarding the announcement of the Chancellor's salary.

The plans for Thursday begin with a group gathering on Sanford Mall around 2:30, followed by the group walking to the stadium around 3:00 where they will gather, and then a walk to BB Dougherty Administration Building to present demands to administrators.

Gunther and his group met and designed a plan to allow these students to get protection for their first amendment rights and to allow discussion from both sides.

Cindy and Greg asked for any suggestions from the group or what information anyone in the group has heard relative to these protests. Brad stated that the Board of Governors threw oil on the fire with the closed board session, followed by the pay raise. With staff not receiving anything over the last 3 years, next week at the Open Forum is where he thinks most of the discussion will occur. Brad further stated that with tuition going up, people losing their homes, their cars and not receiving any pay raise while those making \$250,000 + are getting raises is why folks are feeling so badly.

Further discussion and processing by the group involved the issue of folks leaving work early moving cars and the parking lots not being filled with tailgaters. Most lots did not have many until after 4 or 5:00. Because of folks making other arrangements relative to work after 1:00, some animosity has been created.

Cindy stated that changes are being made for the next Thursday game based on feedback and data and an e-mail will be going out soon about these changes.

Troy asked if the group of protestors is changing from students to staff and if it is staff, are those mostly faculty? Discussion followed that many are tying in the Chancellor's salary increase to tuition increase, and many of the groups are being led by faculty.

Cindy stated that Democracy Inc. and Ignite NC were involved in the last protest and these were non-ASU people who traveled here from different areas in NC to be a part of the advocacy that they think are legitimate concerns at ASU and in the state of NC.

Discussion concluded with the points that everyone be kept safe, treat folks respectful and provide them their first amendment rights.

IVC UPDATE – JJ relayed that Donna came to the meeting last Friday to share pieces about the faculty/staff climate survey. She is still in the process of breaking down the data which will be beneficial for the Workplace Violence subcommittee. She will be able to provide more information on sexual harassment, bullying and intimidation and what that means relative to faculty and staff.

Amy stated that she has been working with Tina Hogan relative to the data from the student survey and she is hoping to have information in December to share. She hopes to be getting good feedback on how to revise and make the survey better. On the training side, the group will meet this Friday for the first time, looking at how to make online and face to face more sustainable on campus to be in place when Haven runs out. Juliette and Amy presented ASU's training model at the national ATIXA (Association of Title IX Administrators) conference in Philadelphia, PA.

Sue stated that the email from the Chancellor will be going out soon relative to mandatory training and Academic Affairs will follow up to educate about training.

TABLE TOP EXERCISE AFTER ACTION UPDATE– Jason provided an overview of the exercise which involved the Chancellor's cabinet, campus and local responders. Jason stated that positive feedback was given regarding the partnerships the University has established over the years. The activity involved an Active Shooter type scenario; providing care to those affected and the campus as a whole. The biggest challenge for this is communication and we need to improve as far as from the responder standpoint and internally. One of these challenges is providing an incident management system for which to share information and a management portal to manage the processes.

Gunther stated that a management portal would be helpful for **managing** any event we are actively following.

Greg asked Jason to provide information to the Council relative to the number of students, faculty and staff signed up for text, e-mail and emergency notification and the discussion for opt in or opt out. Jason explained that they are working to make changes on Black Board, but the stats are everyone automatically gets email- 26,000 emails, voice 20, 000, text 15,000. Currently students get prompt to opt in twice a year; faculty and staff are not prompted at all. The objective is to final a similar process used for students for all others.

Cindy stated that Mark and Barb went strong on the need for a “no opt” at the last meeting. If we have a true emergency we have a need to inform everyone for their own safety and there is nothing that precludes us from getting a phone number as a condition of employment at Appalachian. We have legal description to require this information and that through a system password change one would be

prompted to make sure their personal information is correct. It is very risky in an emergency notification system that we only have information for those who give us permission. We should be able to inform all when we have a crisis.

Discussion continued about this not being politically easy to do but we need to have control in a crisis situation

Gunther stated that in a K-12 school and a crisis situation, the school can go on lock down, but how does the Town of Boone know there is an emergency on campus.

UNIVERSITY POLICE CRIME STAT REVIEW – Gunther provided a handout with the current Crime Stats reported to ASU police or Campus Security authorities and these reflect what we will have to report at year end for the Annual Clery Report. Gunther stated that as the population of students changes each year, it is hard to determine from year to year what students are in to or not in to. There were positive indicators with this year’s freshman class – they came to convocation, completed on-line training, etc. which are broader indicators of the positive.

COMMITTEE REPORTS

EIT – Martha –reported that there have been 262 referrals so far this semester, 28 less than last fall at this time. The Office of Student Success has been taking early attendance - 100 early attendance concerns with 60 of those coming to EIT and 40 have been handled or dropped.

Andrea reported that they have been training graduate students in the Office of Student Success to help with interventions and they will serve as backup when a team member can’t attend a meeting and help with disseminating paperwork to team members, etc.

CARE – Alan reported that the team is working on data and trying new processes to get numbers as exact as they can. They have learned that there are errors in data due to human error and gaps that need to be closed. There were 104 CARE cases in October which were down from previous months. A total of 377 total for fall. The themes for these cases for October are all over the place –basically no one theme but include high risk alcohol, suicidal – medical concerns which have spiked this year. Alan gave a shout out to Ellen Hartman and Sara Buchanan for their work this fall and stated he did not know where they would be without them on board helping with these situations.

THREAT ASSESSMENT – Gunther reported no threat assessment cases and gave a shout out to CARE and EIT!

Discussion followed around the question, what are we doing with our faculty and staff? We need to provide some Financial Health Counseling like we do Mental Health Counseling.

Tandrea stated that the team is looking at contracting for additional services for faculty and staff. There is a lack of psychiatric resources for the need in the community. Is there a possibility for growth in that area with our Health Sciences partnership with Wake?

Mark stated that the intention was to have significant recommendations back by now but the Provost had asked that we take this on the road which generated lots of interest, with lots of commentary on concern and ideas. Mark stated that all of it is good but it takes a lot more time to sift through the information. How can we build programs when the community may not have the capacity of assistance to meet our needs? Follow up will need to happen as well with the Health Care System and their capacity and resources to offset some of the need. We need to build these relationships because we can't have all the services needed "in house."

Discussion followed relative to the Protocol Product that is used in Counseling – would this work with faculty and staff like it does students? Basically students that call that number have the capability to skype with a therapist.

Mark stated that there has been some skepticism to have a "call center" and the questions is this really a system to deal with our community or can it be a part of the solution? What are the things we need, what we can provide, what we can afford?

They hope to be able to come back to the Care and Concern committee and the recommendations will come from that committee.

Sue stated that we still need to build relationships in town and that finding the right mix for someone in crisis is important and important that what we are saying to our faculty and staff shows value to them.

Martha – Chris talked to team and talked to them about how it is going well using the call center/skype method and wondered if it would be beneficial to have him come talk to the group so they would get a better understanding of how it works for students.

Other points of discussion:

- Broader community conversation is needed – include folks from the hospital, Daymark, Smokey Mountain Group (JJ meets with them next week and can discuss with them concerns)
- Cost and control cost to employee when they need care – concerns with accepting our insurance

EMERGENCY MANAGEMENT TASK FORCE – Jason that the Emergency Plan is under review and he hopes to have that out soon.

SAFETY AND HEALTH COMMITTEE – Charlie stated that the committee has not met yet. Have had conversations that came out of the legislative process and are feeling comfortable about where we are and will report later on what we will have to do.

Gunther asked if Jason could have the new Environmental Health and Safety Manager come to speak to the group to update them on hazardous waste

FACULTY/STAFF MEDIATION SERVICES COMMITTEE – Out of work from the IPV, what is our institutional response /conflict resolution model going to be? The committee is gathering recommendations on what a more structured mediation program might be to address conflicts, i.e. workplace violence complaints or challenge relationship based model. Who are relevant parties to all of this?

Mark stated that this is a work in progress and will need to be coordinated, connected and communicated to folks so that they know about it. Mark stated that the Provost is very anxious to have this put together.

The meeting adjourned at 9:30 a.m.

The next meeting of the Council will be held on December 1, 2015, 8:00 a.m. in 122 Roan Mountain, PSU