

UNIVERSITY SAFETY COUNCIL MEETING
OCTOBER 6, 2015
122 ROAN MOUNTAIN ROOM, PSU

PRESENT: J. J. Brown, Tandra Carter, Gunther Doerr, Sue Edwards, Steve Hageman, David Hayler, Troy Heustess, Alex Howard, Bindu Jayne, Barb Krause, Martha Marking, Jason Marshburn, Jane Nicholson, Carson Rich, Brad Vest, Cindy Wallace, Charlie Wallin, and Jim Webb.

Several members indicated that they could not attend today's meeting. Greg also traveling and not available for this meeting.

Discussion led by Jane Nicholson followed regarding how campuses handled the flooding in SC. Cindy thanked Jane for following the protocol as it is important to see how other colleges and universities handle emergency situations.

MINUTES – No changes were made to the minutes of the September 1 University Safety Council Meeting and minutes were approved.

STUDENT DEATH AND CRISIS RESPONSE PROTOCOLS – Cindy initiated discussion of the new student death and crisis response protocols recently adopted and followed after the recent deaths in our community. There have been 3 deaths, one being an ASU student, which appear to be drug related. Gunther indicated that these cannot all be connected as to the type of drug(s). Law enforcement is working on these cases; and if in fact all are relative to each other, the question needs to be asked "What does this mean for our community?"

Cindy stated that we need clarity on our campus about our new policy. The new policy indicates that there are now no campus wide announcements which was changed based on research and conversations with colleagues here and at other institutions after the 9 deaths last year. These conversations indicated that we had cause more fear and anxiety with campus wide announcements. The fact that we have not sent out campus wide announcements now has some folks believing that we are hiding something. We need to create an understanding with everyone on why we have made this change in policy. Cindy further stated that a crisis can be handled in a very public way – a crisis being where we feel like others are at risk.

Cindy asked for questions and discussion. Brad suggested that information about the new policy be published in The Appalachian. Cindy indicated that she is meeting with one reporter, Kevin, this afternoon and will provide that information to him.

The question was asked "What is credible threat?" and "Is a death a credible threat"?

JJ stated that in the new student death policy, a postvention response team has been included, which is a select group of people that will be called together to determine the next steps and contacts. When JD Bunch passed away a week and ½ ago, that group met on Monday and talked about connections, what we know (relationships, etc.). The chair of JD's academic department was invited (Computer Science) and Mike Mayfield is the designated representative from the Provost Office. No notification was sent to campus, but was sent to his faculty and students in his classes and to those who were indicated as close connections to him. The Memorial Table was in the Student Union over the next few days, but moved to a new location outside the Dean of Student's Office, 324 Plemmons Student Union (new location and protocols established in new policy) NOTE: USE THIS LINK TO REVIEW NEW POLICY:

http://policy.appstate.edu/Student_Death_Policy. USE THIS LINK FOR THE STUDENT DEATH PROTOCOL: <http://policy.appstate.edu/images/b/bc/Student-Death-Protocol.pdf>

Brad asked if the Deans are talking to faculty about the new policy. Steve indicated that nothing had been discussed at Senate yet. Sue suggested that the new policies be introduced at Dean's Council, Provost Council, Student Association, Staff and Faculty Associations, etc.

Discussion also followed about the workshops promoted this week by Elisabeth Cavallaro and the misunderstanding due to this promotion that these deaths were suicide related. How do we enhance these messages that the crisis response to a student death is more about those associated with suicide?

The communication piece is important about why we have made these changes. Brad suggested that Directors have these conversations with their staff, and Barb suggested a visual and talking points to give to folks – for students, staff and faculty – “Understanding Policy and Protocol”

Barb also noted that the Safety Council group is not listed among those to receive notification and asked if there would be any value in that. Brad also indicated he would appreciate being informed as well, particularly in light of setting up the Memorial Table and handling student concerns, etc. during this time.

Martha stated that they have been seeing students through EIT who have been concerned about these deaths and they have requested assistance from Sarah Buchanan to reach out to these students.

Another concern about messaging is that all these deaths are ongoing investigations by law enforcement. We do not want to impede any investigation by any communication we send. Gunther stated that toxicology reports are sent to Raleigh and they have talked to the DA to try to get the reports earlier and make it a priority due to the number of deaths that have occurred over the last weeks.

Tandrea asked the question “What does the University want the community to know?” We need to clarify this, especially to keep folks from wondering about suicide and the fact that our news reporting is so varied about these issues. Cindy stated that this has been the prevailing question we asked all year. From the prevention side, what do we need folks to know? In this case, particularly the drug information piece.

Troy stated that in his opinion if students are using drugs that they think they are safely using, we need to communicate and distinguish between “planned or unplanned suicide.” It should be uncomfortable for students who are using drugs and they need to hear this information.

Discussion followed with an example of how one student was using alcohol and drugs and almost died (blood alcohol 4.7 and cocaine, which actually kept him alive – kept his heart beating) and stated that he was mourning the death of his friend who had died from an overdose. So, our messaging would not have helped in this incidence. This particular student needs to be in rehab for addictions.

JJ stated that the real issue now is that there is no confirmed cause of death - under NC law only medical examiner has authority to determine death – we cannot release info on death in any situation and we can only speculate as to the cause. Gunther gave the example of a death a year ago, which appeared to be a drug death, but could have been related to past seizures.

David Hayler indicated that he thought we should use any information we have as a teaching moment. Discussion continued about what we know or don't know.....we don't know if the use is/was recreational or addiction.

Alex stated that we need to keep in mind how rare this is and that drinking is still the most prevalent problem, and that heroin and cocaine are not as prevalent in what students are doing/using. Not even 3% of our population uses drugs to that extreme. Most of our students get it – we probably have 75 out of the 18,000 that do use at that level of concern and he cautioned about putting out too many messages.

Discussion followed as to our public health model, that any numbers have a huge impact on our population, and concerns and messaging about synthetic cannabinoids.

IVC UPDATE – JJ reported that Amy is helping to lead training at the Title IX organization with Juliette Grimmette and that the IVC committees are up and running. The Workplace Violence Committee has moved along, ahead of most. Using Haven, the on-line training has reached out with 2600 students completing part 1 and part 2 recently released has 600 completing over the last week. We had over 3200 of our incoming 4100 new students complete Alcohol EDU. Juliette was here on Sept. 24 and 25 and held 4 different training sessions, with 150 total trained. There are no set plans for any future trainings.

RAVE SAFETY APP AND TIP TEXT

Jason reported that the Safety App, which is a texting service, is ready to be released tomorrow. He is working with Jane Nicholson to get flyers out to campus. Gunther stated that this was funded using the Safety Fee.

COMMITTEE REPORTS

EIT – Martha reported 156 referrals this semester and the team has been partnering with the Office of Student Success on early alerts for attendance issues. If a faculty member sees a drop in attendance, they can report this to the Office of Student Success who in turn will reach out to that student(s). If they do not get a response back from the student, Martha will be notified and she will proceed with initiating contact with the student.

JJ – The Care team has been slammed during the month of September with 160 new cases which is an all-time record for one month. Most cases have been on campus involving female student, with the most prevalent aspects being hospital illness, mental health, one student death and 2 other deaths off campus with on campus student connections. All of these concerns are related to national attention to lack of resiliency and are the areas where our students are struggling.

Other reported stats:

- Chris Hogan has reported that they have 20-25 new clients using Counseling Services
- Health Services has reported 25% of students coming in are presenting with Mental Health challenges and Dr. Noll is going back and forth between Student Health and Counseling to see these.
- There is a struggle with No Shows – Dr. Noll can see 16 a day but we lose a resource when there are No Shows.

Threat Assessment – Gunther reported that there are only 2 inquiries and 1 on-going inquiry but no threats at this time.

Emergency Management Task Force– Jason reported that there will be an Active Shooter Mass Casualty Table Top Exercise on Oct 14. This exercise was chosen in light of what happened in Oregon.

Gunther stated that this exercise and review of the Active Shooter video is a plus for any organization or department on campus. The main intent is to encourage people to leave when someone is shooting. Jason stated that he is available to go into classes to present this information.

Safety and Health Committee – Charlie reported that the committee plans to roll out a written policy on follow up inspections and will hopefully have this out for next fall. Jane asked and suggested that the follow up include walkways on campus.

Faculty/Staff Mediation Services – Sue reported that in response to workplace violence concerns, the committee has been looking at ways to seek external support. They do not want to make any changes to the work done in Tandra's unit. They will use feedback from Provost Council, Deans Council, and Council of Chairs for feedback. They are trying to look at issues beyond alcohol and drug use, and focus

on issues that are happening at work. They are reviewing 2 programs, but have found no perfect model yet. The idea is to establish a positive relationship place where there is no winner and no loser and mediation models can be use when applicable. They are hoping to add to the tool box of resources and implement these across campus, along with Procedures for Workplace Violence Policy for faculty, staff, and students.

Cindy voiced that the meeting will end on a positive note since this group has to focus on all the hardest stuff. That positive note is the announcement of the success of our Blood Drive – we made a National Record. Also the success of having 3200 new students going online to complete the survey, and the fact that are student involvement is very high and students are engaged on multiple levels.

The next meeting of the Safety Council will be held on November 3, 8:00 a.m. in 122 Roan Mountain, PSU.

Implementation of UNC Campus Security Initiative Recommendations

Priority Group #1 Recommendations to be implemented by October 1, 2015

No.	Recommendation	Implementation Responsibility	Status
1	Adopt a University System Policy requiring annual report & presentation to BOT and BOG with relevant data and information concerning campus security, student safety, sexual assault, alcohol and drug use, risk management and associated institutional policies	System	
2	The University should adopt a system policy on sexual harassment and sexual violence	System	
3	Establish System Campus Security Committee composed 18-24 members from a cross section of University faculty, staff and students.	System	
5	Students should not serve on hearing panels in cases involving sexual violence.	Campus	ASU Complete 2012
6	Reports/complaints involving serious offenses, including sexual misconduct, should be investigated by individuals with professional training and investigative experience.	Campus	ASU On Track
7	Students should be provided clear notice of the right to representation by attorney or non-attorney advocates during conduct/disciplinary proceedings	Campus	ASU Implemented 2013
8	Campuses should establish clear and consistent responsibilities, skills and minimum qualifications of Title IX Coordinators	Campus	ASU – Included in Equity Officer Job Description
11	Individuals who serve on hearing panels or as hearing officers to adjudicate cases involving allegations of serious offense, including Title IX offenses, must have appropriate levels of experience and training to serve in these roles	Campus	ASU – Required/Conducted Annually
12	UNC GA should coordinate & convene system-wide annual training for staff working in campus security/safety to address security/emergency operations, Clery, Title IX, Campus SaVE, due process, alcohol/substance abuse and other federal/state requirements	System	
15	Each campus should have access to at least one dedicated trained and licensed substance abuse counselor	Campus	ASU – Position under Wellness and Prevention
21	The University should seek the resources and flexibility necessary to increase salaries for public safety officers and telecommunicators to established law enforcement market rates	Campus	ASU – On Track Will be funded from Campus Security Fee
22	Establish and fund a Clery Compliance Officer position at each campus to coordinate Clery Act compliance and oversee Campus Security Authorities	Campus	ASU – Job posted August 1