

MINUTES OF THE UNIVERSITY SAFETY COUNCIL
SEPTEMBER 1, 2015
8:00 A.M., 122 ROAN MOUNTAIN, PSU

PRESENT: Mark Bachmeier, Greg Bell, J. J. Brown, Kendrick Dawson, Gunther Doerr, Sue Edwards, Steve Hageman, Troy Huestess, Alex Howard, Bindu Jayne, Barb Krause, Greg Lovins, Jason Marshburn, Andrea Mitchell, Jane Nicholson, Alan Rasmussen, Amy Sanders, Cindy Wallace, and Charlie Wallin.

Greg called the meeting to order and introduced and welcomed Greg Bell, a new employee in Environmental Health, Safety and Emergency Management.

MINUTES: Greg asked for any corrections to the July minutes. The minutes were approved as written.

UNIVERSITY SAFETY COUNCIL ANNUAL REPORT – Cindy reported that after revisiting the draft at this meeting, the report would be shared with Chancellor Everts and then with Brent Herron in Chapel Hill. Cindy stated that although we have completed this report every year for the past 4-5 years, a specific template is anticipated for next year so that everyone in the UNC system will complete a similar report. Cindy asked if we had received any other information about the format. Gunther reported that he will be in a conference call on Thursday with UNC system folks, including Brent Herron, and hopefully information will be forthcoming.

The Safety Council approved the report with no changes and approved moving on with the report to the Chancellor.

SAFETY WEEK UPDATE– JJ stated appreciation to Jane Nicholson and University Communications for the press releases relative to all the safety events during Safety Week. He explained that University Communications has also taken over the homepage for the next week with the Bystander Intervention theme “It’s Up To Me” for the next week. The color is basically black and white with Safety Week Events highlighted in gold.

Events are:

- Kicking off the week - Suicide Prevention Training
- Tonight – 26th Annual Safety Walk which begins on Sanford Mall at 9:00 p.m. and will end at the Schaffer Center. Kit Gruelle will be the guest speaker. She is an ASU alum, film maker with an award winning documentary, “Private Violence.” Bindu will also be a guest speaker at this event.

- Wednesday – the 5th Annual Safety Festival on Sanford Mall begins at 10:00 a.m. and ends at 2:00 p.m. with 26 different partners. Students will receive a Bingo Card and once they visit enough tables to get Bingo, they will receive the gold Safety Festival T-shirt. Athletics will be participating this year, along with the use of “Bloself” – the large blown up Yosef.
- Because this will be a big week for parties and events, with the first home game – this is a great time to message and the gold shirt at the safety festival relates to the game on Saturday encouraging folks to wear gold – ties into athletics revival, sportsmanship, etc.
- JJ provided thanks to all volunteers, and particularly to Kendrick and SGA members
- On Wednesday night, House Calls to off campus housing students will be held with 60 volunteers. Again spreading the “It’s Up To Me” message. Giving out items, i.e. magnet for AppCares campaign; community, campus and national resources. The plan is strategic in visiting certain complexes based on incidences in the past.
- Variety of trainings offered throughout the week– i.e. IPV Suicide Prevention, Drinking
- Gunther announced that from 6-9 today in the Student Union the first be Coffee with a Cop event will be held.

IVC UPDATE – J. J. announced that Amy Page will be the new co-chair for IVC and sends her regrets for being absent today due to a sick child. JJ. reported that the first Council meeting was this past Friday with discussion points including: ASU hosted Red Flag Institute with 15 incoming students participating in a 3 day intensive red flag institute which was offered through an Avon Foundation Grant and led by Ellen Hartman, Wellness and Prevention, and Jessica Pittman (OASIS); partnering with Everfi – on-line training Haven – (launched last year 1500 students completed the training last year), we now have over 2400 students as of this weekend who have completed the training. Will make additional pushes in next few weeks to increase the number. Discussion followed about the faculty/staff on-line module. Everfi has a module that is 45 minutes and we can utilize this as part of the agreement. This will be finalized and will come out in the next couple of weeks. IVC Councils has 5 primary committees relative to climate surveys
 Faculty Climate Survey - Donna point person
 Student Climate Survey - Amy point person
 Workplace Violence

Policy Training

J. J. relayed that Juliette Grimmette will be holding training on Sept. 24 and 25 for English Comp faculty, new folks, supervisors and others who could not attend last year. There are 100 spots for these sessions.

Other discussion focused on the poster sale which required pulling a poster that promoted alcohol use and drinking and rape culture; and a situation with a posting on a sheet off campus with the words "Fathers Thanks We Will Take It From Here", and women being harassed and rated 1-10 as they walked down Hill Street Opening Weekend.

Troy asked about the action taken on these situations.

- Poster – Conversation took place with the vendor; our Student Union Apps Council signs contract with the vendor company and when the staff learned about the poster through social media, they initiated the conversation on Wednesday morning and the vendor pulled the posters. Since we had a contract with the vendor, we had the right to request this poster to be pulled. **We do not know how many were sold.** (The vendor shared after the meeting that this poster was not purchased at Appalachian, and has been pulled from the national inventory)
- Regarding the large bed sheet with the wording off campus - Kim Sherril and Kate Johnson saw it and JJ sent a team over to the house and had a chat with the individuals there. When DOS team showed up, they said they would take it down and that they were just trying to be funny, not serious. Later with the address and a search in Banner we were able to identify the students living at that address. They are enrolled. The address is Oak Street – across from Legends and there is a connection to a fraternity that we suspended 3-5 years ago but has continued to operate underground. We believe that is the core group but we can't prove it. **The DOS office is looking to have continued conversation with those individuals and has reached out to the students who live at that address.**
- The same happened on Hill Street, with an off campus fraternity suspended for hazing 3 years ago and the National Office continues to support them. JJ has sent several letters to the National President and will send another one today (4th time). Through identifying the students from the address and Banner, one student is a student leader that is engaged in activities and

involved in Welcome Week. **The Office of Student Conduct has send letters to all students who have this address listed within Banner.**

Sue asked if we can require these students to take Red Flag Training since this training would reinforce why this is an issue. Could we mandate this training for them as part of their corrective behavior training? JJ responded that we can absolutely can do this.

RAVE SAFETY APP– Jason reported that the contract with RAVE was signed in August and after training, and writing the policy and procedures, he hopes that the App will be to release at the end of September or early October. With the app you can set a safety timer and notify people you trust to check in on you if you are alone or in an unfamiliar place; create and manage guardians and communicate with them through the app; send text tips, including photos, if you see something suspicious. Tip text is used for anyone without a smartphone or anyone that does not wish to download the app. Both are free for faculty staff and students. University Police is the default guardian but the ability is there to assign whomever you want.

Cindy stated that all peer educators (Red Flag Mental Health, SGA) need to be trained on this app. To make our public health model work these groups need to be trained in multiple areas. Cindy asked that Stanley and Kendrick take this information to their groups to make this happen and request that Jason come talk to Senate.

CLERY ANNUAL SECURITY REPORT - Gunther announced that the deadline for the Annual Security Report is October 1 and the final draft will be sent out this afternoon. Barb, Dayton and Kathy will put it into policy format. The report highlights are: Violence Against Women and Dear Colleague Letter. There is a new category in the report, Unfounded Crimes, which are those that are reported, have been investigated and determined to be unfounded. These will now be included in the report. Last year, the police had one rape that was reported but was unfounded.

There has been clarification on the definition of required programs and ongoing programs. Gunther reported that with Clery requirements we are right on track. The challenge may be capturing faculty with the new requirement that all receive the same programming and training.

Steve asked about the status of the emergency procedure cards that were to be placed into every classroom. Jason explained that they are slowly making their way

out and will be up as soon as possible. Amy offered the assistance of Staff Senate to get these up in the classrooms.

COMMITTEE REPORTS

EIT: Andrea reported - 22 referrals – working with the Office of Student Success for best practices for alerts to students and on protocol.

Cindy stated that we have dropped a little less than 2% on the sophomore retention rate, and we should see who those students are that we lost. Did we ask them to leave? Do we know this information already through Martha Wilson, a Psych or Medical Withdrawal information?

Alex stated that he has met with Heather Langdon in Institutional Research about data integration efforts, i.e. trying to pair with conduct data. He stated that they are working on this information now and looking at reasons, etc. so that we can have these conversations. Alex asked Alan if he would be interested in working with him.

Note was made that we need to cross reference information and the possibility of tweaking the discontinuation form for cross referencing.

CARE – Alan stated that fall has been busy and they have received 78 new cases in last couple of weeks. The count was started early this time when RA's came in. Hospitalizations have been high with 4 inpatient stays; and others being mental health and medical concerns. CARE team members have gone to hospital almost every day for visiting ICU, in ED or mental health evaluation; a lot of notifications to faculty have been sent and numbers are up.

Alan explained that they are now tracking in a lot of different ways – David Elrod has captured information and getting data with demographics breaking down by residence hall, etc. Out of the 78 new cases, 1/2 are freshmen and they are using this data to see if there are any themes occurring, i.e. August looks like this and Sept. looks like this or no patterns emerge.

Cindy announced that 30 students were sickened by the NORA Virus – all from a restaurant – tied into county health office.

Alex questioned the Maxient system and do we know what system that UHS uses, similar interface or not? And how that relates to Safety. Conversations out of UHS

indicate that they are not the same on what they capture and that creates a gap as to what we do with Safety Council in connecting dots. How do we review systems on campus? They all need to speak to each other.

Cindy explained that Medicat is the umbrella for Student Health and it is never connected to internet. Counseling uses Titanium which is used throughout the UNC system. We've started that conversation with Jim Webb and David Hayler – pros and cons have been discussed; folks entrenched in where they are – Digital footprint discussion?

Alan stated that to get consistent tracking data and definitions this would put us on a more level page. JJ stated that a major agenda item is to begin discussions on this topic. Suggestion was made to include Barb Krause, Jim Webb, and Miranda Maxey.

THREAT ASSESSMENT – Gunther – the team is monitoring situations at this point but there are no threats at the present.

EMERGENCY MANAGEMENT TASK FORCE– Jason reported that on Oct. 14 there will be another Table Top Exercise with the Chancellor's Cabinet. The after action report from last year indicated the need for a better incident management system and that an on-line management system is a good way to share and collaborate. Jason also reported on an incident in August when a student working in a BIO lab was overwhelmed by fumes. The student was working under a fume hood and the hood was not working properly. Luckily the student recognized that he was becoming sick and was diligent and got to the emergency room. This led to a larger issue that fume hoods not working in BIO or CHEM and have not been for some time. The hoods are supposed to alarm but people have been silencing the alarm and not reporting the issue.

Jason stated that they have reached out to the physical plant to get these issues resolved and to let us know when that happens. They have been working over the summer to update these hoods and they are working on a communication and check process to develop.

Sue and Steve indicated problems within their department's labs and nothing has been resolved after conversations. Greg indicated that he will be a part of this conversation and stay on top of this problem.

Mary Cavanaugh working with Jeff Pearce about what steps to take and how to improve process

SAFETY & HEALTH - Charlie stated that this is part of his report as well as the committee has talked about these issues. Bigger issues are that folks are cutting off safety features because of the way it affects how the flame is working or affecting their research. Too many individuals have access to manipulating the system and in one instance no one called when the alarm went off and this could result in a power outage with a chiller. Another concern is closing out labs and a process is being worked on by CHEM and BIO. They need to find out what people are bringing into the labs and working on a policy to make labs better and safer for everyone to use. Robin Tyndall, Office of Research, is working on solutions to the amount of radioactive waste and materials on campus.

Charlie also reported that the Library staff wanted to commend the partnership with University Police in having an officer on duty throughout the day. The officers have made folks feel safer. Greg stated that they are working to increase that presence. Jaime Ippolito has been the officer there for the most part and she has done a fantastic job.

FACULTY/STAFF MEDIATION SERVICES– Mark stated that he, Sue and the Provost have met and discussions have been in response to the Campus Climate Survey and planning the appropriate level of response to this data. We have challenges with regards to work environments, find them threatening and hostile. The discussions have centered on asking the question what is our model for conflict resolution in the work place, and discerning places where persons are struggling to react positively towards each other. Mark stated that he would like to see the plan model quality working relationships as opposed to a disciplinary process.

Mediation discussions have occurred relative to what kind of structure we need in place to have resources to facilitate constructive discussions. People like this concept and there are a variety of people formally trained in mediation and others who do it on less formal basis. We need to get the right people in this process. Dr. Kruger feels like this is something we should put resources into and that we should not go straight to discipline and investigation.

Another direction of the conversations related to what variety of resources are available from the Employee Assistance Program and will forward for discussion at a Chancellor's Cabinet meeting. Faculty staff care and concern subcommittee has focused on that very topic. What is the variety of employee assistance program we need? Where are the gaps when it comes to supporting faculty and staff and that we may have some problem that is driving bad work place behavior?

The goal is to drive quality working relationships and next week we will take this conversation to Care and Concern to discuss options to take to Cabinet. There are

a few parallel conversations on campus that we need to connect, i.e. Employee Assistance related activities, conflict resolution.

NEXT MEETING: Tuesday, October 6, Roan Mountain, PSU, 8:00 a.m.