

**NYSFAAA Executive Council
December 11, 2018
Remote Meeting
1:00 p.m. to 4:00 p.m.**

Call to Order & Roll Call

President – Howard Leslie
Past President – Darrin Rooker
1st VP – Adrienne King
Secretary – Anne Sullivan Polino
Treasurer – Susan Godreau
Past Treasurer – Robert Zasso
Region 1 – Kathy Michalski
Region 2 – Shalena Clary
Region 3 – Patti Donahue
Region 4 – Randi Moore
Region 5 – Joseph Weglarz
Region 6 – Ajana Wilkinson
Region 7 – Debra Evans
Region 8 – Stacey Hawkins

Absent: 2nd VP Brian Smith

Guests:

Lynn Sabulski
Christopher Barto
Lucy Villaquiran
Lisa Simpson
Kathy Flaherty
Gina Soliz
Megan Flaherty

Howard Leslie called the meeting to order at 1:10 p.m. with a quorum of Executive Council present.

Discussion via Email

MOTION: A motion was made by Anne Sullivan Polino and seconded by Susan Godreau to send a recommendation to NASFAA to nominate Christopher Barto to the US Department of Education Neg Reg

Committee. A vote was called – the motion passed with a quorum in favor of the motion. There were no votes and no abstentions.

Additional Information: Christopher Barto's application was submitted to NASFAA but received the following response, *"At this point we're putting final touches on our nominations which are due Thursday, and will not have enough time to vet Chris and consider including him in our list of nominees. Since APC has already written a letter, I would suggest that they or NYSFAAA officially nominate him."*

Discussion via Email

MOTION: A motion was made by Ajana Wilkinson and seconded by Robert Zasso to write a letter of support as President for Christopher Barto to use as a reference for his application to the US Department of Education Neg. Reg. Committee. A vote was called – the motion passed with a quorum in favor of the motion. There were 0 no votes and 0 abstentions.

Approval of Minutes –Motion via Email

Motion: A motion was made by Debra Evans, seconded by Adrienne King to approve the minutes from the October 22, 2018 meeting, with the following edits

- Under Old Business – Leadership Symposium, "tired" change to "tried".
- Under New Business – Last bullet, "who" should be "why"
- Under 2nd VP Report – Change "meting" to "meeting"
- Under New Business, Motion, change "Shchoarship" to "Scholarship"

There was no further discussion. A vote was called-the motion passed with a quorum in favor of the motion.

President's Report – Howard Leslie

- **Documents Published**
 - The Long-Range Plan, Best Practices and updates to the Statement of Ethics and Guiding Principles have been posted
- **Region IV Announcement**
 - Michelle Fontaine has stepped down was Region IV Council Representative for personal and professional reasons. President Leslie, as allowed by the Bylaws, appointed Randi Moore to this open position.
- **New York State ED (NYSED) Report**
 - NYSED is looking for guidance on a College Success Initiative tied to a Foster Youth and Orphan project on how to best and quickly award aid. The project is intended to cover any cost of education and not just tuition while making sure that this process fits into the financial aid award formula without impacting other aid.

- Howard Leslie and Darrin Rooker met with New York State Ed and provided an overview on awarding and disbursing financial aid (36 slide PowerPoint).
- The recommendation was made to using FAFSA data and involve HESC in the discussion.
- **Regional Meetings**
 - Regional meeting schedule should be completed early so that Howard Leslie may coordinate his visits and travel schedule.
 - Howard Leslie would like to review the Strategic Plan as part of these Regional meetings.
- **NYSFAAA Knowledge and Novelties**
 - A discussion on improving participation at regional meetings and access to NYSFAAA training webinars was held with the following thoughts and ideas:
 - Need to develop method to help with avoiding theft of services and encourage attendance at regional meetings.
 - Participants could earn credit for attendance in training programs. We must review the legal implications of this type of reward system.
 - Requiring a member to log into a personal account on the website to earn a certificate would be an added benefit of membership and resume builder.
 - Lucy Villaquiran from Region 6, the largest region in terms of number of members but the lowest in regional meeting participation, stated that using some sort of certificate of participation would increase participation and membership as well as provide professional development opportunities.
 - Lynn Sabulski of SWT believes this would help target training by providing feedback to trainers.
- **NYSFAAA Novelties**
 - Howard Leslie would like to explore the use of novelties as a fund-raising opportunity and to increase awareness of NYSFAAA.
 - This would be an added value of membership; help fund unfunded line items such as the Counselors Workshop.
 - This would be done through a website store with no investment by NYSFAAA.
 - The non-profit status of the organization is safe if the money raised through this initiative meets NYSFAAA's Mission.
 - Tami Gilbeaux will into NYSFAAA Novelties.
- **TICC Report – None**
- **Statewide Training**
 - Working on expanding committee and getting ready for spring.
 - Need to book speaker for spring regional meeting on February 21, 2019.
 - SWT wants to check dates with regions
 - Brian Smith sent an email asking for feedback from regions on topics and dates
 - Lynn Sabulski will ask Mike Turner of HESC to be speaker for part two on FA Nights and events on tips and best practice.

Motion: A motion was made by Anne Sullivan Polino, and seconded by Ajana Wilkenson for SWT agenda: Part One: To have Lynn Sabulski conduct presentation on Introduction to Neuro Economics and how to reach students and families and Part Two: Mike Turner of HESC to speak on FA Nights, tips and

best practices. A vote was called – the motion passed with a quorum in favor of the motion. There were no Na votes and no abstentions.

- **HESC Board**

- The December HESC Board Meeting was canceled.
- The Board is a bigger group with new members from outside higher education.
- There was nothing to act on at this meeting.
- Lisa Simpson of HESC provided an update (see HESC Update section of Minutes)

- **Website Updates**

MOTION: A motion was made by Adrienne King and seconded by Patti Donahue to add a Pod Cast section to the NYSFAAA website in the Training area that will include a description of the content of the pod cast and a headset icon. A vote was called – the motion passed with a quorum in favor of the motion. There were no votes and no abstentions.

Past President – Darrin Rooker

- **EASFAA Update:** None

- **Governance Committee:**

- NYSFAAAA Past President Election Committee will begin after the first of the year.
 - Open Position: Treasurer Elect
- Regional Representative Elections will be held this year. Each region will decide how the elections will be done. Preparation for elections will take place in January with elections in May.
 - Randi Moore of Region IV can serve two full terms in addition to this partial term.

- **Harassment Policy Draft**

- Available at February Meeting

First Vice President's Report – Adrienne King
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1st Vice President Membership Report

December 10, 2018

I.

NYSFAAA Membership Committee
2018-2019

NYSFAAA Membership Chair

Lucila Villaquiran

NYSFAAA Regional Representative

Region 1
Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8

Deidre Strutz
Kevin Shults
Rochelle Filler
Cindy Garvey
Ben Loya
Patricia Noren
Patricia Farmer

2016-17 Membership	17-18 Membership Goal	12/10/2018	% of Goal	2018-19 Goal *as of 12/10/18
Active 1090	1175	831*		1136 824
Associate 88	110	70*		100 70
Affiliate 50	49	29*		80 29
Retired 21	29	28*		29 28
Lifetime 9	11	11*		11 11
TOTAL 1258	TOTAL 1228	Total 969	%	Total 1350 969

- NYSFAAA membership goal for 2017-2018 was 1350 as of today's date our 17-18 membership numbers is 1228 which means that we reached about 88% of our goal.
- NYSFAAA 3 yr. average membership is 1099 **excludes 18-19 Numbers
- 940 members have already paid for 2018-19 **excludes Affiliate Members
- 331 NYS institutions have current members
- 2018-19 per region breakdown (total is 1,049 because some members belong to multiple regions):

Region 1	92
Region 2	117
Region 3	154
Region 4	73
Region 5	105
Region 6	300
Region 7	130
Region 8	36
Not Specified	3
Not Affiliated w/a Region	45

II. School or Lender applying for membership:

None

III. Other Items

Regional Chairs: Please let me know if there is a change with who is representing your region as Regional Membership Chair.

- **Membership Update**

- A report was membership was presented by Lucy Villaquiran and Adrienne King summarized as follows: (full report above)

- Payments Recorded for 2018-19
Breakdown
Date Range: 05/01/2018-12/11/2018

329 Active
62 Associates
26 Retired
94 Novice
511

- There are 62 outstanding payments.
- Lucy Villaquiran will follow up on outstanding payments.
- Adrienne, Paula from ATEC and Lucy will work to reconcile the differences between the two membership reports.
 - Adrienne's report shows 969 members
 - Lucy's report shows 511 members
 - The Payment Record report includes 511 members
 - The ATEC report may include High School Counselors who are not paid members.
- Lucy Villaquiran reported that paid membership is declining and she is considering ideas on how to increase membership including:
 - Training Certificates/Acknowledgements
 - Discount Waiver for larger organizations with limited budgets
 - Extending membership to individual from other states.
 - Strong training program is a draw
 - Consider charging a small fee of \$20 to \$30 to High School Counselors
 - Feedback received indicated that High School Counselors may not want to self-pay for membership.
 - Post NYSFAAA's Training Agenda to the EASFF Website
 - This is a sensitive issue with EASFAA and desire to balance competition with need to support each other.
 - EASFAA and NYSFAAA are on each other's listserv
 - Use social media to spread the word on the organization and benefits of membership.

Secretary's Report – Anne Sullivan Polino

- No update on School Outreach and Early Awareness Committee.

Treasurer's Report – Susan Godreau

- See notes under Past Treasurer's Report

Past Treasurer's Report – Robert Zasso

- Rob Zasso reported on the following:
 - The clean-up of most outstanding checks from the conference

- Finalizing transition of Treasurer's position to Susan Godreau. Susan Godreau will be added as Treasurer and have full access to all NYSFAAA KeyBank and Morgan Stanley accounts (See below) including updating the accounts' mailing address to the new Treasurer's address, and Rob Zasso, Darrin Rooker and Kerry Lubold will be removed from the same accounts.
- We need to conduct a regional call out for the Chairman of the Budget Committee
- All Regional Treasurers must confirm that all bills received are legitimate.
- There were no additional questions for Susan Godreau or Robert Zasso

Treasurer's Report to Executive Council – December 11, 2018

Account	Amount	Notes
Key Bank Checking Account	\$171,602.36	As of 12/11/2018
Key Bank Scholarship Account	\$24,973.93	As of 12/11/2018
Key Bank CD	\$51,735.93	As of 12/11/2018
Morgan Stanley TRAK	\$298,201.08	As of 12/11/2018
Morgan Stanley TRAK Scholarship	\$224,508.54	As of 12/11/2018

Current Business

- Committee Reports
 - Finance, Audit, & Budget: None
 - Development: None
 - Scholarship: None
 - Investment Committee: None

Future to Do

- Need to find a new chair of the Finance, Audit, & Budget Committee
- Transition Treasurer

Motion was made by Debbie Evans and seconded by Adrianne King to accept the Treasurer's Report. There was not discussion. A vote was called – the motion passed with a quorum in favor of the motion. There were no votes and no abstentions.

HESC Update – Lisa Simpson

- | |
|--|
| <ul style="list-style-type: none"> • HESC Update <ul style="list-style-type: none"> ○ FAFSA TAP Applications opened on October 1, 2018 ○ FAFSA to TAP connection was having issues. HESC and US DOE are working on fixes. ○ 19/20 Applications processed ○ Student Status Listings will be available in February 2019 with actual awards. ○ Customized reports will be available in April, 2019 • February Meeting |
|--|

- February room holds at Albany Wolf Road Marriott must be held by January 4.

The HESC Report is available at the end of this document.

Novice Workshop Update – Lisa Simpson

- The group is working on chapter updates and work is moving forward

Standing Committee Reports

- **Conference 2018**

- Gina Soliz and Kathy Flaherty reported on the Conference and are finalizing the report
 - There were 250 attendees
 - A small profit was made and the team stayed within the budget.
 - Conference App had growing pains but was a success and many positive comments were received
 - The App was good for the environment
 - Tips and instructions for using the App will be provided to next year's conference committee.
 - Howard thanked the committee for their work.
 - A full report will be ready prior to the February Meeting

- **Conference 2019**

- Joe Weglarz reported on the status of the Conference 2019
 - Monday of the Conference week is reserved for a Leadership Symposium
 - Guest Speaker fee could run between \$2,500 and \$3,000
 - Waiting for a response from NASFAA
 - Will follow up with US Department of Education
 - Save the Date cards will be sent out to schools that did not attend the conference and included note about joining NYSFAAA.
 - Membership Committee will reach out to non-members with Save the Date notice.
 - Lisa Simpson is working with the Marriott Hotel in Albany
 - Working on finalizing entertainment at a nominal cost
 - Will have walk as an event in park accessible from the Marriott
 - The committee is holding monthly calls
 - Agenda is being developed.
- Executive Counsel and Leadership Symposium will be held at the same time. Howard Leslie will try to set up schedule so that people can attend both events. Perhaps starting the Executive Council meeting on Sunday and finishing Monday.

- **Conference 2020**

- Debbie Evans and Region VII agreed to host the conference on Long Island.
- They will need to select a hotel in a good area.
- The suggestion was made that consideration should be given to a remote conference concept if costs prove too high.
- More information to come

- **Novice Workshop**

Old Business

- **Advocacy Day – Christopher Barto**
 - State Aid Advocacy Day will be held on February 12, 2019
 - Survey was conducted and 46 responses were received as of December 11, 2018
 - Initial Survey Results include the following trends:
 - 91% (42/46 responses) support advocating for an increase in the maximum TAP Award in line with the U.S. inflation rate
 - 68% (27/40 responses) support using the FAFSA EFC to calculate TAP Awards
 - 64% (25/39 responses) support Professional Judgment for state aid, similar to federal PJs
 - Regions should mention the Advocacy Day during their holiday meetings.
 - Christopher Barto will have recommended papers and talking points by January 15, 2019 for January 18, 2019 delivery and asks that feedback be provided immediately.

New Business

- Megan Flaherty reviewed a presentation on Title IX (attached)
 - Ties to Darrin Rooker's work on Harassment Policy
 - National Science Foundation released Guidance on sexual harassment and other forms of harassment in October for grant receiving organizations.
 - Darrin Rooker thanked Megan Flaherty for her presentation and examples of harassment
 - Darrin Rooker asked if she would review the draft Harassment Policy.

Regional Updates

There were no Regional Updates at this meeting.

Future Meetings

- February 10-12 (Advocacy Day) – Meeting Monday February 11, 2019 – Marriott on Wolff Rd in Albany
- April 1, 2019, Remote Meeting from 1:00 p.m. to 4:00 p.m.

As there was no further business, a motion was made by Kathy Michalski, seconded by Joe Weglarz to adjourn the meeting. The meeting was adjourned at 4:00 p.m.

Administrative Technical Access Center

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Account: NYSFAAA

NYSFAAA Membership Statistics December 11, 2018

Current Membership

Total 969

Membership Expiration Date

No Membership Date 320

6/30/2003 169

6/30/2004 182

10/31/2005 232

6/30/2006 3

11/15/2006 275

11/15/2007 299

11/1/2008 316

11/15/2009 265

11/15/2010 187

11/15/2011 179

11/15/2012 240

11/15/2013 322

11/15/2014 321

11/15/2015 289

11/15/2016 317

11/15/2017 317

11/15/2018 488

11/15/2019 969

Members Not Renewed from Last Year

Total 488

New/Renewal Memberships

2018-2019 New Memberships 157

2018-2019 Renewal Memberships 812

Membership by Year

2018-2019 969

2017-2018 1228

2016-2017 1258

Active outstanding
↓

+ 62 = 1,031

2015-2016	1357
2014-2015	1320
2013-2014	1366
2012-2013	1408
2011-2012	1343
2010-2011	1207
2009-2010	1130
2008-2009	1276
2007-2008	1451
2006-2007	1342
2005-2006	1320
2004-2005	1078
2003-2004	890
2002-2003	316

Institutions with Current Memberships

Total	264
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Membership by State

New York	915
Out of State	54

Membership by State Region

Not Specified	3
Not Affiliated with a Region	45
Region 1	92
Region 2	117
Region 3	154
Region 4	73
Region 5	105
Region 6	300
Region 7	130
Region 8	36

Membership by Affiliation

Not Specified	0
Active	831
Associate	70
Retired	28
Affiliate	29
Life Member	11

Membership by Ethnicity

Not Specified	345
Other	12
American Indian/Native American	2
Asian/Pacific Islander/Filipino	18
Black/African American	68
Hispanic/Chicano/Mexican American/Latino	87
White/Caucasian	437

Membership by Gender

Not Specified	22
Male	207
Female	740

Membership by Age Range

Not Specified	282
Under 25	26
25-30	98
31-40	201
41-50	147
51+	215

Membership by Birth Month

	213
1	54
2	61
3	42
4	65
5	58
6	63
7	85
8	59
9	59
10	72
11	66
12	72

Membership by Birth Day

	215
1	25
2	23

3	24
4	21
5	30
6	14
7	26
8	23
9	26
10	27
11	21
12	28
13	28
14	33
15	31
16	28
17	26
18	29
19	27
20	29
21	29
22	26
23	23
24	23
25	25
26	18
27	20
28	27
29	18
30	16
31	10

Membership by Institution Type

Not Specified	36
Other	13
Private - 2 Year	10
Private - 4 Year	443
Private - Graduate/Professional	36
Private - Certificate Only	0
Private - Clock Hour	2

Private - Other	0
Public - 2 Year	117
Public - 4 Year	126
Public - Graduate/Professional	14
Public - Certificate Only	0
Public - Clock Hour	4
Public - Other	2
Proprietary - 2 Year	29
Proprietary - 4 Year	55
Proprietary - Graduate/Professional	0
Proprietary - Certificate Only	10
Proprietary - Clock Hour	13
Proprietary - Other	2
Lender	22
Agency	14
Guidance	0
BOCES	4
Consultant	8
Affiliate	9

Membership by Email Address

Email Address	967
Missing Email Address	2

Administrative Index

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HESC Update

January 2019

2019-20 TAP Application Processing

- Estimated awards are available to students on their HESC account and to schools on View Student Record. As in the past, a message will be displayed to indicate the awards shown are estimated until the State budget is passed.
- Emails are sent to students inviting them to log into their HESC accounts to see the status of their applications.
- TAP estimators are available. Students have the option to see the TAP estimates for a specific type of school or multiple types of schools.
- Student Status Listings will be sent to schools in February, 2019, and will include the estimated TAP awards. The awards on the Student Status Listing will not be masked. Customized reports will be available in April 2019.
- Schools must report if students are enrolled in the EOP, HEOP, SEEK or College Discovery programs or in an approved five-year program. If a student is entitled to a fifth year of TAP awards, the information must be submitted by the school using Student Record Maintenance (SRM). The school must also confirm the enrollment for the fifth year of TAP payments through the certification process when the student is in the final two terms of studies.

Supporting Documentation

In a continued effort to provide ease of data collection students and families will have the capability to upload supporting documentation to HESC. If additional documentation is needed, the student will receive a message and link from HESC to view their account. A page will display the information required along with a button for them to upload the information. Documentation available to upload includes:

- DD214 forms, documentation for those in foster care, orphans, and ward of courts and any third party documentation.
- State or federal tax forms
- Copies of Social security numbers
- Signed signature pages

2018-19 Excelsior Scholarship Program:

- Excelsior manifest for 2018 is ready for updates. Schools will receive a manifest for 2017 and 2018. The file name will reflect the appropriate aid year for processing.
- Excelsior Manual is available for download on the HESC website.
- The Excelsior Scholarship Application is now available for the Spring 2019 Term for new applicants. The application deadline is January 14, 2019.
- HESC is sending out a list of Excelsior students who were selected for an Excelsior Scholarship but have not yet signed the contract. We are asking schools to reach out to their students and have them sign into their HESC account and sign if they would like the scholarship. The deadline for signing the contract is January 31, 2019. At that time their application will be denied if there is no contract.

New York State Part-time Scholarship (PTS) Award Program

- Rosters for 2017 are available for certification.
- Rosters for 2018 (all terms) are available.
- New 2018 PTS applicants are being selected and schools will get notification of the determination once the lottery is completed.

NYS Get on Your Feet Loan Forgiveness Program

Your spring 2018 graduates who are now in repayment on their federal student loans may be eligible for loan debt relief through the NYS Get on Your Feet Loan Forgiveness Program.

The NYS Get on Your Feet Loan Forgiveness Program provides up to 24 months of federal student loan payment assistance to NYS college graduates who are participating in certain federal income-driven repayment plans.

Help get the word out to your recent grads by sending them information about the NYS Get on Your Feet Loan Forgiveness Program, which can be ordered for free at hesc.ny.gov/publications-fap.

NYS Science, Technology, Engineering and Mathematics (STEM) Incentive Program

The NYS STEM Incentive Program provides tuition awards to students who are New York State residents attending a public or private degree-granting college or university located in New York State. Recipients must be in the top 10 percent of students of their high school graduating class, pursue an approved, two or four-year STEM degree program and agree to live in NYS and work in a STEM field in NYS for five years after graduation.

The [NYS Science, Technology, Engineering and Mathematics \(STEM\) Incentive Program Application](#) is open.

NYS Teachers Loan Forgiveness Program

Applications are now being accepted for the NYS Teacher Loan Forgiveness Program, which provides up to \$20,000 in loan forgiveness awards to certified New York State teachers serving in hard-to-staff districts or who teach in subject shortage areas. Eligible recipients include NYS-certified teachers who provide regular, enrichment or supplemental instruction, counseling, speech and occupational therapy. Awards are paid in annual disbursements up to \$5,000.

The deadline for application submission is January 31, 2019.

2019-20 College Data Survey will be available on HESCWeb shortly

The College Data Survey will be going out shortly. Please make sure all the contacts at your college are correct at HESC.

Update Your School's Contact Information

Contact information may be updated by TAP Certifying Officers at any time when staff changes occur; except for CEO or College president data. HESC strongly encourages TAP Certifying Officers to review their school's contact information, and submit changes - especially email addresses - for all staff. This information is particularly important for APTS Coordinators as HESC will be sending automatic notifications of processing deadlines to the email address listed for them. Send your request for changes to CEO or college president data to Collegeupdates@hesc.ny.gov or student data on HESCWeb.

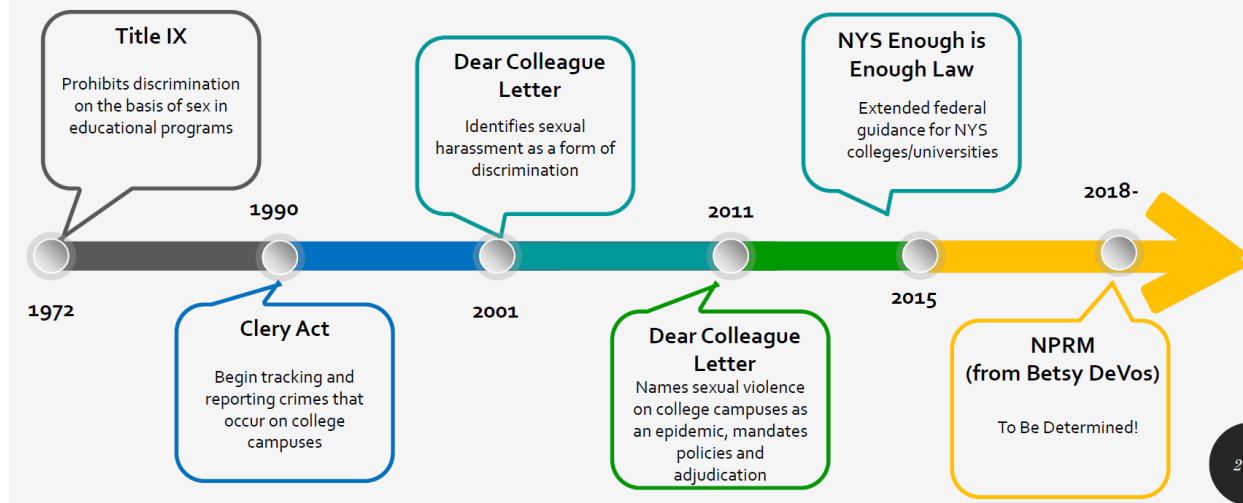


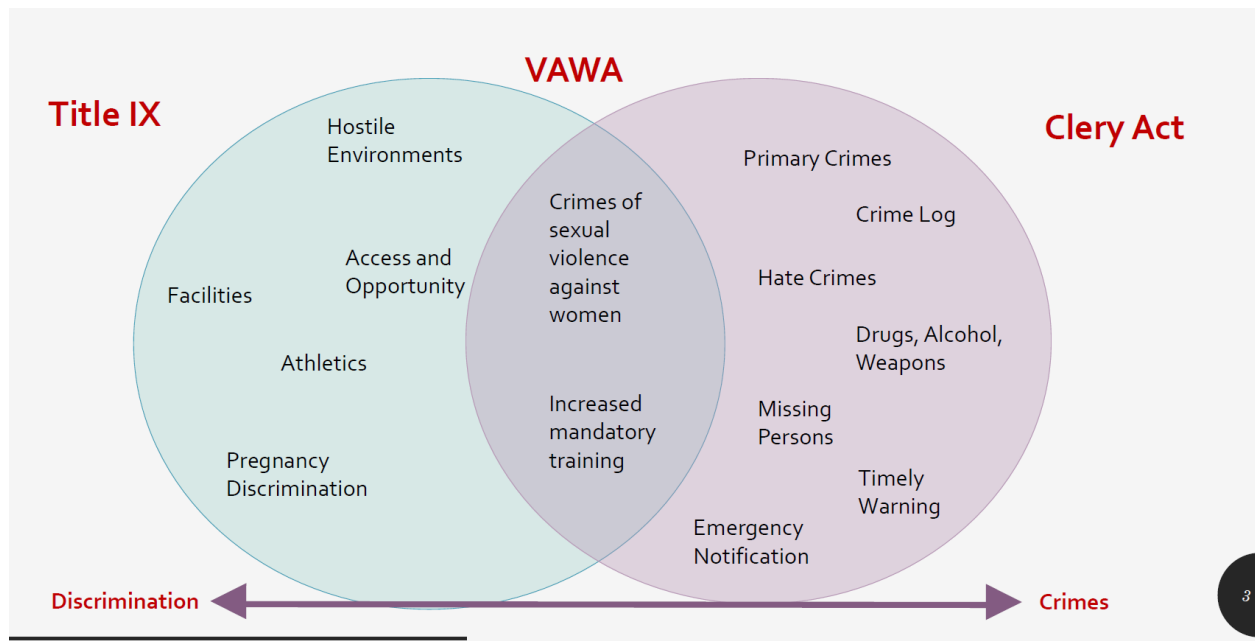
Meg Flaherty
Title IX Coordinator
mflaherty@sjfc.edu

Agenda:

- Framing the Issue(s)
- Examples from Organization
- Questions Raised

Title IX Timeline





3

Questions Raised

The answers are embedded in and will guide organizational culture



Q1:

Do we care about criminal acts and/or acts that have the effect of discrimination or hostile environments?

4

ASCA

Association for Student Conduct Administrators

- Conduct at Conferences
- Due Process Rights

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Sexual Assault Allegation Shakes Conduct Group

President-elect of organization of officials who play key roles in Title IX cases accuses her predecessor of sexual misconduct.

By Josh Logan // February 5, 2016 34 COMMENTS

The president-elect of the Association for Student Conduct Administration published an open letter on Twitter Wednesday evening, the first night of the organization's annual conference, in which she says she was sexually assaulted by its former president-elect and that the ASCA "has not had my back" in the incident's aftermath.

In the letter, Jill Creighton, assistant director of global community standards at New York University, said Jason Casares, who had stepped down a day earlier, "took advantage of me after I had had too much to drink" at the Association of Fraternity/Sorority Advisors December convention in Fort Worth, Tex. "I did not consent to sexual contact with Jason."

Afterward, Creighton wrote, she filed a criminal complaint with the police in Texas and asked the ASCA to impeach Casares, who is also associate dean of students and deputy Title IX coordinator at Indiana University at Bloomington.

"We cannot claim national leadership in addressing sexual misconduct, only to fail miserably in our first test," she wrote.

<https://www.insidehighered.com/news/2016/02/05/sexual-assault-allegation-shakes-student-conduct-group>

COLLEGE PAGES

College Name

Featured college pages

Follow us:  

"We cannot claim national leadership in addressing sexual misconduct, only to fail miserably in our first test within our own association. In the process to resolve the impeachment, Jason had all the rights, and I was placed on involuntary suspension." Jill Creighton

5

Questions Raised

The answers are embedded in and will guide organizational culture



Q2:

What are our expectations around the relationship between institution action and organization action?

6

NSF

National Science Foundation

- Sexual Harassment and other forms of harassment
 - Jurisdiction
 - Mandated reporting

The National Science Foundation (NSF) will not tolerate sexual harassment, other forms of harassment, or sexual assault, within the agency, at awardee organizations, field sites or **anywhere science or education** is conducted.

NSF Action based on an evaluation of:

- Safety and security of personnel supported by the NSF Award
- Overall impact to the NSF-funded activity
- Continued advancement of taxpayer investments in science and scientists
- Whether an institution has taken appropriate action to ensure the continuity of science and that progress under the funded project can continue to be made

NSF may "assert its programmatic stewardship responsibilities and oversight authority..."

<https://www.nsf.gov/od/odi/harassment.jsp>

7

Questions Raised

The answers are embedded in and will guide organizational culture



Q3:

What is our relationship to education and how are we stewarding and/or bounding those activities?

8

SafeSport

NCAA Affiliate

- Adjudication
- Mandated reporting (other direction)
- Relevance to NYS 129-c

"Sexual discrimination, sexual harassment, and sexual violence violate human decency and the Association's core values [...] Congress recently mandated that the U.S. Center for SafeSport become the primary investigative body for all 50 national governing bodies of the U.S. Olympic Committee

Safesport maintains a public database of individuals sanctioned by SafeSport.

In the event the national office became aware of an allegation or adjudication of sexual or any other type of misconduct involving student-athletes, coaches, or administrators from NCAA member schools, we notify the member school for further evaluation by the institution."

<https://safesport.org/userviolations/search>

<https://safesport.org>

https://nyassembly.gov/leg/?default_fld=&leg_video=&bn=A10021&term=2017&Summary=Y&Text=Y

9

Questions Raised

The answers are embedded in and will guide organizational culture



Q4:

Will we adjudicate independently?

10

NASPA

National Association for Student
Personnel Administrators

- Statement of Non-Discrimination
- Resolutions

How Organizations Communicate Climate to Current and Potential Members

ARTICLE XI. ADDITIONAL PROVISIONS

SECTION 1. Non-Discrimination. The Association does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, gender identity and expression, or disability in any of its policies, programs, and services.

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<https://www.naspa.org/about/board-resolutions>

<https://www.naspa.org/about/bylaws>

Example

Part I: Who it applies to

This policy applies to all terms and conditions of membership and leadership.

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Part II: Access to the Organization and its Leadership Roles (discrimination)

*The [organization] does not discriminate against applicants or employees in hiring, promotion, termination or the terms and conditions of employment on the basis of race, color, religion, **sex, sexual orientation, gender identity, perceived sex, gender expression, the status of being transgender,** national origin, citizenship, age, disability, marital status, military status, veteran status, predisposing genetic characteristics or genetic information, status as a victim of domestic violence, or any other characteristic protected by law.*

Part III: Harassment

In support of this policy, the [organization] expressly prohibits any form of harassment based on race, color, religion, sex, sexual orientation, gender identity, perceived sex, gender expression, the status of being transgender, national origin, citizenship, age, disability, marital status, military status, veteran status, predisposing genetic characteristics, or an individual's status in any other class protected by applicable federal, state, or local law (as listed above).

NASPA

National Association for Student
Personnel Administrators

- Notice of Non-Discrimination
- Resolutions

How Organizations Communicate Climate to Current and Potential Members

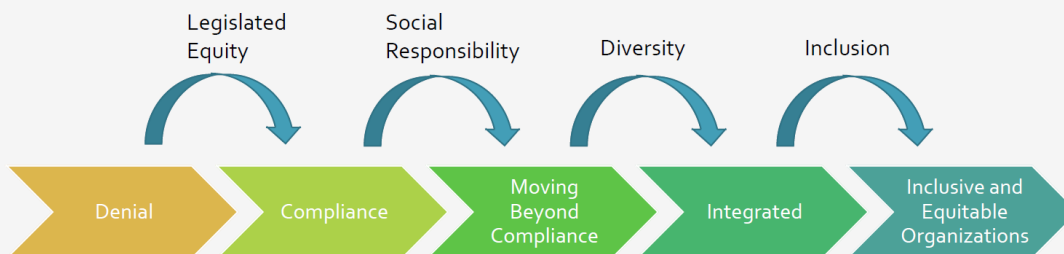
March 2017 Board of Directors Meeting

RESOLUTIONS

- [Alice Manicur Memorial Resolution](#)
- [Resolution Condemning Discriminatory Transgender Legislation](#)
- [Resolution Pertaining to United States Federal and State Governmental Actions](#)

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Equity Continuum



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Questions Raised

The answers are embedded in and will guide organizational culture



Q5:

If diversity, equity, and inclusion are goals, then how is that communicated in formal and informal ways?

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Proposed Rulemaking

Newest developments related to Title IX under Betsy DeVos

"Title IX is a statute designed primarily to prevent recipients of federal financial assistance from using the funds in a discriminatory manner" (NPRM, 2018)

New Scrutiny for Women's Programs

University of Minnesota ends requirement that some scholarships go to women. Tulane evaluates its programs limited to women. Other institutions face new complaints.

<https://www.insidehighered.com/news/2018/11/05/several-colleges-are-responding-requests-remove-gender-scholarship-eligibility>
<https://www.educationdive.com/news/womens-scholarships-programs-a-target-amid-proposed-title-ix-changes/541531/>

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NASFAA

How policies work in conjunction
(let's not duplicate efforts)



STATEMENT OF ETHICAL PRINCIPLES

The primary goal of the financial aid professional is to help students achieve their educational goals through financial support and resources. NASFAA members are required to exemplify the highest level of ethical behavior and demonstrate the highest level of professionalism.

We, financial aid professionals, declare our commitment to the following [Statement of Ethical Principles](#).
Financial aid administrators shall:

Comply with federal and state laws
• Adhere to all applicable laws and regulations governing federal, state, and institutional financial aid programs.

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Questions Raised

The answers are embedded in and
will guide organizational culture



Q6:

How do statements work in
conjunction to accomplish risk
management and organization
goals?

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Review:

- Do we care about criminal acts and/or acts that have the effect of discrimination or hostile environments?
- What are our expectations around the relationship between institution action and organization action?
- What is our relationship to education and how are we stewarding and/or bounding those activities?
- Will we adjudicate independently?
- If diversity, equity, and inclusion are goals, then how is that communicated in formal and informal ways?
- How do statements work in conjunction to accomplish risk management and organization goals?