

Special Meeting September 30, 2021

There was no roll call but a quorum was established

Guest Speakers: Ruth Mariampolski, Title Nine Coordinator. She is the designated person for NMHU dealing with Title IX issues.

Dr. Ian Williamson

Ruth explained the new regulations in August and the specific requirements institutions have to handle allegations of sexual assault or sexual harassment. NMHU has a new Title IX policy which has been proposed as an action item at the next Board of Regents Meeting on October 22, 2021. The proposed policy is 31 pages long and Ruth explained the key elements that are very different from past practice. The new policy regulations greatly narrow the applicability of the Title IX procedures. There will be a public comment period available on the Portal for the community to voice their opinions,

Under the new regulations the policy proposed only applies to conduct that occurs on campus in University sponsored events or in areas where the University exercises substantial control. Example giving was that of a bus of students driving to another state is not on campus BUT the university is exercising substantial control. The new policy only applies when both the person who makes the complaint and the person accused has some sort of connection to the university. The investigation can only begin when the person actually affected. A friend, parent or lawyer may call and ask for an investigation but only the person affected by the conduct can request an investigation. In extremely rare circumstances Ruth could, as Title IX Coordinator, write a formal complaint against someone when she is not the affected party.

Hearing must be live with all involved present. It can be in person or virtual. A hearing office, (not Ruth) will evaluate the evidence and draw a conclusion at the end about responsibility and then determine what punishment is appropriate. This is the power given to the hearing officer.

A person can have one person with them for moral support and under the new policy NMHU must provide and examining advisor if a person does not have one. NMHU will be creating a pool of advisors. For those who feel passionately about complainants rights there is a training process for advisors which is free.

Cathryn voiced her concern regarding the under reporting of rape and sexual harassment Ruth explained that choosing to proceed with an internal university based procedure does not prevent someone from going to the police. It would be a separate procedure.

Further questions were asked about restraining orders. The training for advisor could be up to eight hours. This position would rarely be needed Ruth shared her information and invited anyone requiring further information to contact her directly.

Veronica thanked Ruth for speaking with the Staff Advisory Senate

Veronica introduced our next guest and speaker Dr. Ian Williamson.

Dr. Williamson gave an introduction to the project that Dr. Minner assigned to Dr. Edward Martinez.

Dr. Martinez formed a large committee comprised of a number of people from different schools in the college including faculty and staff. The task was to put together key performance indicators based on the new strategic plan. These key performance indicators should be something that could be easily assessed and not overly burdensome and yet still capture the key elements to make sure the strategic plan is in fact being measured.

The committee came up with eight key performance indicators that would collectively assess all five strategic goals.

Dr. Williamson reached out to Dr. Roxanne Gonzales and Dr. Minner asking what was needed to be done with the KPIs. As this was not a policy change, it would not go to the Board but it was suggested they were sent out to faculty staff and students for comment. Dr. Williams invited comments and stated that he would like the SAS’s endorsement of this way of measuring the KPIs.

Dr. Williamson shared the KPIs and explained the KPIs.

Buddy asked “what is next” now that the KPIs are spelled out and who is going to be the complier of this data and who will be the person who aggregates the data. Dr. Gonzales, the provost will need to review these and see if her office can put this together. There would not be just OIER measuring the information and maybe some programs will have to do the measuring. Buddy expressed concern that the time and energy taken to develop this will be and then it is not tracked. Dr. Williamson acknowledged Buddy’s concerns and said that he could not answer the question at this time. He would be bring this to the attention of those who can make the decisions.

Dr. Williams asked that SAS vote on the KPIs and also make note of any questions specifically that question asked by Buddy regarding “What is next”

Cathryn pointed out that some departments are doing their own collection of data. Who will report the data collected in other departments. Dr. Williamson stated that we should go back and look at what Dr. Martinez was doing before he left. He was an OIER director at the national level and really knew what he was doing. Doris asked if the data would be reported annually or quarterly. Dr. Williamson was not sure. But will ask the question.

Cathryn pointed out the OEIR department consists of one person who is already overwhelmed. With all the reports they have to produce on the State and Federal level. Two new employees have been hired but they need training. Cathryn would suggest that a team should be hired to institute the tracking and assist departments to figure out what they have to track. We have very limited offices and not everyone can do everything. Staff is struggling to complete their regular duties.

The strategic plan was passed in April or June. Cathryn suggested that we could start collecting data this semester. She suggested a tracking sheet that could be used by all departments It would seem that an organization plan is needed for how this will be crafted. Dr. Williamson will bring this up to whom it concerns.

It is most important to make sure everybody is on board and serious about measuring what we are doing and capturing that so that the accrediting bodies know what we are doing. Before 2017 we under sold ourselves.

Doris asked if the data would be reported annually or quarterly. Dr. Williams thought that it would be done annually.

Buddy suggested that we might approve or endorse the KPIs and with comments of our concerns.

Carlos made a motion to endorse the KPIs with stipulations as previously discussed. Doris seconded. Motion carried,

Carlos asked if we had written to the President regarding consequences for not wearing masks.

Veronica will follow up on that.

No campus testing on campus over the weekend because of Covid 19. The schedule for testing might change. Upcoming meetings will be sent out.

Inca made the motion to adjourn. Multiple people seconded!!! Motion passes. Meeting adjourned at 4:03pm