

**ORANGE COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
WEDNESDAY, September 16, 2020, 5 PM
via Zoom Technology**

Present: F. Watson, B. Vacca, T. Weddell, M. Murphy, R. Martucci, F. Hannes, T. Hunter,
J. Stanley

I. CALL TO ORDER: Chair Watson called the meeting to order at 5:05 PM.

The following is a transcript of the recorded board meeting.

II. CONSENT AGENDA

Chair Watson: Good Evening everyone. Without further ado, I'm going to ask Secretary Murray to call the roll.

Secretary Murray: Okay.
Chair Watson?

Chair Watson: Here

Secretary Murray: Trustee Martucci

Trustee Martucci: Present

Secretary Murray: Trustee Hunter?

Trustee Hunter: Present

Secretary Murray: Trustee Hannes?

Trustee Hannes: Present

Secretary Murray: Trustee Murphy?

Trustee Murphy: Present

Secretary Murray: Trustee Weddell?

Trustee Weddell: Present

Secretary Murray: Trustee Vacca?

Trustee Vacca: Present

Secretary Murray: Okay and I will say that that ringing was our student trustee calling me on my office phone, so once you get started I'll try to call him back somehow and make sure he is good.

Chair Watson: Okay so he is not on the call. Please let us know when he is on the zoom. So that we can administer the Oath of Office.

Secretary Murray: I will do that, for sure.

Chair Watson: This meeting of the Orange County Community College Board of Trustees will now come to order. As I said earlier, we will administer the Oath of Office to Mr. Jacques Stanley when he joins in on the call. The second order of business is the presentation of the Slate of Officers. I would like

to recommend the following 2020-2021 Slate of Officers for the SUNY Orange Board of Trustees:

Chair, Fred Watson
Vice Chair, Ralph Martucci
Secretary, Flo Hannes

We will take this matter up under the Consent Agenda.

All of the trustees have received the Consent Agenda items. They are as follows:

Item A: Approval of the regular meeting minutes of June 3, 2020 and August 12, 2020

Item B: Approval of financial statements for June, July and August of 2020

Item C: Appointment Memo

Item D: Slate of Board of Trustee Officers for Academic Year 2020 – 2021

Chair will now entertain a motion for approval of the consent agenda

Trustee Martucci: So moved.

Trustee Vacca: Seconded

Chair Watson: It's been moved and properly seconded. What is your pleasure? We will have just a straight vote on this. All in favor of the Consent Agenda indicate by saying AYE. All said AYE. All opposed: NONE. Consent Agenda carries.

Dr. Young: Chair Watson, I see that, what shall I call him, Student Trustee Elect, Mr. Stanley has joined us so we can move back to the Oath of Office if you are ready.

Secretary Murray: Yes. Thank you, Kris.

Chair Watson: Welcome Mr. Stanley. It's great to have you aboard. My first task of the evening was to render you the Oath of Office, so if you would please repeat after me.

Chair Watson: If you would, please repeat after me. I, and state your name

Mr. Stanley: I, Jacques Stanley

Chair Watson: Do solemnly swear

Mr. Stanley: Do Solemnly Swear

Chair Watson: That I will support

Mr. Stanley: That I will support
Chair Watson: The constitution of the United States
Mr. Stanley: The constitution of the United States
Chair Watson: And the constitution of the State of the New York
Mr. Stanley: And the constitution of the State of New York
Chair Watson: And that I will faithfully discharge
Mr. Stanley: And that I will faithfully discharge
Chair Watson: The duties of the Student Trustee
Mr. Stanley: The duties of the Student Trustee
Chair Watson: SUNY Orange Board of Trustees
Mr. Stanley: SUNY Orange Board of Trustees
Chair Watson: According to the best of my ability
Mr. Stanley: According to the best of my ability
Chair Watson: I would like to welcome you, Trustee Stanley, for the first time.
Welcome. We are excited to have you aboard and we wish you much
success in your new position.
Trustee Stanley: Thank you very much sir
Chair Watson: We look forward to hearing from you under the Student report section of
this meeting.

Chair Watson: Moving forward, we are now at Item 3 of our agenda, reports. First on the
list, Item A, President, Dr. Kristine Young.

III. REPORTS

A. PRESIDENT'S REPORT (Dr. Kristine Young)

Dr. Young: Great, well thank you Chair Watson, welcome back all trustees and a special welcome to Student Trustee Stanley. Welcome this evening, and if you saw me with my cell phone, as promised it is my tradition to try to snap a picture of every student taking his or her Oath of Office and that is the first time I've tried to do this in a zoom environment. So, with your permission, at the conclusion of tonight's meeting, I will try to share whatever picture I just got out of that in live, taking your Oath of Office, on Twitter this evening and celebrate you joining our Board of Trustees. Congratulations on receiving the affirmations and support of the 5,000 or so students of SUNY Orange, and as you and I have discussed along with Chair Watson, you are a full-fledged member of the Board of Trustees with all the rights, responsibilities, and privileges thereof. This is not an ex-officio position or pretend position. You are here to consider at the same level with the other seven trustees all the matters before the College for the next year so please participate fully. I see you have already muted yourself and Carol will have to unmute you if you'd like to participate at some point. There we go, so it has happened already. So, please do participate fully in the meeting and welcome aboard as you get to know the trustees and everyone else. We are so pleased to have you.

Trustee Stanley: I just don't want any background noise coming through.

Dr. Young: Oh, you are very considerate. So, yes, that's something you can signal to Carol then if you've got some noise in the background, if you want to mute yourself, then if you want to speak, wave wildly and we can unmute you. We just don't want you to not be able to participate. The way the meeting is set up, if you mute yourself, you need help unmuting so that's one of the tricks of the meeting.

So, with that this evening, the President's Report:

Trustees, this evening, you know, the things that I might speak about in the President's Report, the things that you might want to hear, after the sort of summer that we've had in 2020: the finances of the College, the enrollment of the College, how have we reopened the College virtually and physically after COVID-19, they are programmed into your agenda. So, I will not use the President's report to discuss those things, but I would like to invest the President's report in some good news, in two parts. And the first part I will ask for some help from the Vice President of Academic Affairs, Erika Hackman. I know you have received the press release regarding our Title V win recently and to say that it has...the seismic love and excitement that we have experienced among certain people at the College in understanding first of all, the significance of this in terms of acquiring it. We only recently became eligible for Title V by becoming a Hispanic-serving institution, that it was acquired on our first application, is significant. I don't know if Dr. Hackman was going to mention this but the three reviewers literally gave us A+s on our evaluations: it was a 98, 98, 97 or something on our application...speaks to what we put forth. So, what did we put forth? We put forth ideas that spoke to serving the students of today and tomorrow. I want to underscore, and I think you'll hear this in Erika's presentation, it's yes this is for Hispanic serving institutions but one of the things that drew us to this Title V grant is that the influx of the \$3 Million over 5 years is not just for our Hispanic students or LatinX students; it is for all students and it is absolutely consistent with the Strategic plan that you just approved back in May. It is going to be the engine that powers a lot of that plan but especially Theme 1 that had a lot to do with SOEx. So, I want to give a special tip of the hat to the team that wrote this. It was inclusive of so many voices on campus. They did a wonderful job of using SOEx and other venues to collect ideas, but at the end of the day, somebody had to put like 50 pages together to send to the feds and that was Erika, it was Gerianne, it was Stacey Moegenburg, and it was Madeline Torres-Diaz. I think at least three of them are here this evening. There's Madeline. Thank you Madeline and you see Gerianne is on the screen, but Erika was the first one to show me she actually had PowerPoint slides. Never do that to a President because

then you get to say like “oh please be part of my President’s Report” So, Erika could I ask you to take just a few minutes and share with the trustees: what is Title V and what shall we be doing for five years.

Dr. Hackman: Absolutely. Thank you, Dr. Young. I’m glad you mentioned the team because that was first on my list, to recognize the team and actually, I’m remiss Kris, because I know I’ve said to you before, that it was a quad, a writing team quad of four...

Dr. Young: Stacey, sorry I’m unmuted, Stacey is here too, look Stacey is here.

Dr. Hackman: I think our whole team is here except for the fifth person that also needs to be recognized so really it was a team of five, Judy Osburn, our Director of Grants, was part of the team as well.

So, I just mentioned in a Shared Governance Executive committee meeting, it’s really hard to co-write a paper but to try to co-write one that might get you \$3 Million was quite a task. So, I’m very proud that we were able to be awarded the funding and to steal a line from VP Brusati “we think we made the Dean’s list for the Department of Education” so that’s exciting news as well.

I would like to just go through a brief slide show to explain the grant and would be happy, of course, to take questions and answer them as appropriate.

So first, the Title V Grant, again this is a program that is funded by the US Department of Education. The particular grant program is actually called “Developing Hispanic Serving Institutions.” These grants are eligible to only those who qualify as Hispanic serving institutions and there were a few criteria but importantly the enrollment criteria, it changes every year, a little bit depending on the federal definitions. But typically, 25% of your incoming student population identifying as Hispanic is one of the important indicators that allows you to be eligible for this grant program.

Our program, our particular project title, kudos to both Stacey and Madeline for sort of working together collaboratively, we came to this title and that was “Prosper R: Moving Students from Surviving to Thriving.” The goal, as Dr. Young stated, is absolutely a college-wide grant program to support our students, all students, their engagement, retention and completion. As part of the grant, we are also expected however to be very explicit about targeted efforts for serving the Hispanic student population.

It was so very timely for us and really helped us to build on as Dr. Young said and accelerate our Guided Pathways work or as we call it locally, SOEx which is short for SUNY Orange Experience. It is a just under \$3

Million grant, I round up because I'm not a mathematician, so \$3 Million over 5 years. It actually starts next month, so we will really hit the ground running in October, reporting on an annual basis to the Department of Education and spending about \$600,000 a year on the grant activities through September 2025.

The three major efforts are organized in tight alignment with the National AACC Guided Pathways framework. So, the three pillars that are listed here are the three major efforts. We would be helping students choose an entrance path, helping students stay on path to graduation and ensuring that they learn.

So, I'd like to just give you sort of a taste of some of the grant activities in each of those three areas. So, just briefly, in the area of the goal of helping students choose an entrance path, we are going to be looking at our ongoing processes, certainly in our remote operations, we've been looking at those operations and making changes quite a bit over the last six months. But continuing to find ways to serve students better in that onboarding process which continues through orientation and then the institution of a first-year experience. So, we will be working with faculty and staff through our SOEx meetings to design what that first-year experience looks like. One of the things I think would be important for trustees to understand is that part of what we're trying to do in this helping students choose an entrance path is helping students to start early and often, more planning for career and transfer. So instead of waiting until they're just about ready to graduate and saying "okay, so what's next" let's start that conversation early and help them make those connections early. We know that actually helps with their retention. You're going to see professional development training really threading throughout each of the major efforts as well.

The next is helping students stay on path to graduation. So again, using that national AACC guided pathways framework. We are going to continue work on our program mapping. We will be instituting what we are hoping to be less of an early alert system to say students are in trouble, but an early feedback system that starts earlier, again this is a great time to start having this conversation. This is week four, this is when we start to see major assessments happening for the first time with these students. We want to give early feedback to those students to help them stay on track. So, we'll be putting in place processes for that. Some of that is going to happen through the hiring of a number of part-time success coaches. So, we are going to work through our Centers for Student Success and actually have coaches that are going to help students, not only with the academic obligations but more of a holistic approach to managing their time, figuring out how to navigate some of the challenges that get in the way of their ability to be successful in their academic careers. You'll see here

that we have an example of a culturally responsive training. It's a specific response to our commitment to serving a growing diverse student population. So, we will be instituting culturally responsive training both for faculty and staff to help us understand better how to effectively support students' diverse backgrounds.

The third component of the grant "Ensuring Students Learn": I hope that the board appreciates that this administration, our department chairs, our faculty, our staff, we're doing a better job of using data to inform our decision making, you know, every day but we are very excited that this grant is going to allow us to hire a fully-funded grant-funded academic data analyst. And so, we will be able to work with that person. We'll also be hiring a part-time instructional designer to help us really make good sense of the data that we have, the data that we are collecting all the time and be able to turn that into action and useful information. So we'll be looking at student outcomes across, for example, our Gateway courses, and helping to think about ways we can improve and imbed supports as part of those important gateway courses, so they don't become gatekeeper courses and prevent students from moving forward in their course of study. We will be designing some active and collaborative learning spaces in our classrooms and elsewhere on campus. So, there's a little bit of support for that and then again, another thread of instructional development training throughout the grant.

This gives you just a snap shot of the Organization Chart that we submitted and so, I just wanted to help you to understand that there is a tight alignment and the Department of Education likes to see the president being close to the action to ensure you know that there is some accountability and making sure that the funds are being used legally, ethically and effectively. So, I will serve as Project Coordinator. We will be hiring an activity director that will be, again, 100% grant funded for the 5-year period for the grant.

The next layer on the chart here, you see the academic data analyst that I mentioned earlier. That is also a full-time, 100% grant funded position. The remaining positions on that line are all going to be part-time and/or hourly positions that will help support us in achieving the grant's objectives.

So, finally, just to wrap up, and I certainly would invite the rest of our team that's here tonight to participate and add anything that I might have missed but we will be taking steps to start hiring, specifically the activity director. We're going to be working with the National Pathways consultant and then getting our campus community involved in the implementation of this grant right away.

One last thing I think I would say is that this grant is designed to really help us to follow a progressive implementation plan and a thoughtful plan that starts with designing a process, designing an intervention or something new that we're going to do piloting it and then scaling it up. So, every grant activity we do is going to start to sort of follow that same progression so that we can make sure what were doing is making a difference in helping students.

So that is the conclusion of my brief summary and I'd be happy like I said to Dr. Young with your permission and Chair Watson to allow the others on the team to chime in because they absolutely made this happen in an incredible team effort.

Dr. Young: Well, thank you Erika, on behalf of the quad, and on behalf of a grateful college and I'm sure a grateful board for this work. Sister Peggy are you seeking to speak? I think she might be. Carol, could you unmute Sister Peggy.

Trustee Murphy: I think I got it. I just want to say that I feel honored that I was present through the months of this extraordinary work and the enthusiasm and perseverance and diligence that went on while the rest of life was going on and of course, even if it was pre-COVID life it was very full and demanding but the enthusiasm and the diligence, again, SOEx, the participation of the entire campus on Friday afternoons is a metaphor for the quality of participation and genuine unrelenting perseverance I guess. I'm trying to find the correct words, that people did not give up and really put their entire whole-hearted efforts into this and I just want to say I feel privileged to have been an observer of that that brought this great thing to fruition. I often speak of Gert Mokotoff, you know, and I could never replace her, but she spoke always eloquently of the immigrant population and what education meant to her. I too am a first generation American in my family, so its really with a personal joy that I look forward to the extension of this great opportunity that is the best of what our country has always been, you know bringing a new group into the fullness of American life, so thank you, thank you, thank you.

Trustee Hannes: Amen

Trustee Stanley: Absolutely.

Dr. Young: Great. Thank you all for recognizing the work of this group and that is only the beginning of the work for that group and for so many on our campus as we look forward to 5 years of executing this grant and then an infinite number of years of realizing the success of that grant.

And then quickly, point two and the last point I would make. It follows closely you know a lot of the rest of this board meeting, you know, will hint at kind of the sadder side of what's going on right now, where there's going to be challenges to this institution and if we frame it in loss of revenue in terms of the state, understandably with its loss of tax revenues not meeting what we thought were going to be its commitments to the institution. We understand that the students that we expected to be with us are making, as I said to you and I've said to our College community how the students we serve are making such profound choices to put food and shelter, first level Maslow's triangle sort of stuff, pyramid stuff right now for our students so we understand why our enrollment has slipped a bit, not as much as we anticipated but has certainly slipped so there are real challenges to this institution but the people of this institution have been scrapping and in eleven months' time have found over \$5.4 million dollars outside of our normal operating budget to continue the work of this college. And its not crazy money to do crazy things outside of our mission. Just in eleven months, it is Title V that you just heard about, its TRIO...TRIO does not renew itself. TRIO is a new application every time and Madeline Torres-Diaz oversees that and that's in Gerianne's wheelhouse too and that's a significant grant that serves low-income, first-generation students and students with disabilities. And, if you listen to all of these, this is the Strategic Plan we just approved.

We have received a C-Campus grant from the US Department of Education and that supplements child-care expenses for low-income students that utilize our lab schools and right now, talk about the timeliness in individuals looking for solutions for children so that they can go to work or study. C-STEP, the state, which also serves underrepresented students pursuing STEM degrees as these you know, trustees had invested in the Rowley Center some number of years ago and of course, continued to look for ways to support health professions and science and technology degrees and finally to workforce training grants which is all about Theme 3, I beg your pardon, Theme 2 from our Strategic plan and that all adds up to \$5.4 Million in eleven months, outside of the normal operating. So, were out there, were scrapping, were finding resources outside. If you follow me on Twitter, I'm yelling a lot more about the funding model for community colleges. Is this broken? And until somebody finds us a solution, a policy level in the federal government or at the state level, the team before you, the faculty and the staff before you, we're going to keep finding ways to bring in resources for our students and I want to acknowledge it, them publicly in this forum for figuring out how to do it. I know it doesn't replace, dollar for dollar the operational, it doesn't solve all of our problems, but the money finds its way to students and that makes me very, very proud of our college. So, trustees thank you for your ongoing support of the way we spend our time and.....I will leave my report there as we can move on to other reports

and thank you for your commitment throughout the summer and we've got a big year ahead so thank you.

Chair Watson: Thank you Dr. Young for that report and thank you Erika as well.

Dr. Young: I think Chair Watson, I can see Trustee Hannes I think is trying to...I have the gallery view on so I can see faces.

Trustee Hannes: I'm muting myself because I'm also grandkid sitting. I have her watching a movie. But, what I wanted to add to, it's a beautiful statement that sister made on behalf of the board, I just want to add on a lighter but a serious note, after the summer, the winter, the summer that we have had it, spring, it is wonderful to have listened and to know what were doing and thank you Dr. Hackman. That was an uplifting presentation. It re-energizes us to forge ahead with what we need to.

Chair Watson: Thank you. Okay, moving on. Reports, Item B, Governance President. Paul Basinski. Paul are you ready?

B. REPORT OF THE COLLEGE GOVERNANCE SYSTEM (Paul Basinski)

Mr. Basinski: I am indeed Fred, thank you sir. Hello trustees. Once again, I am reporting to you from the venue where it feels like it could snow up here this evening. I hope that all of you and your families are safe and well. That is of paramount concern to us as always. Oh, my video, yeah, hold on.

So, Shared Governance is meeting virtually. That's the good news that I want to start with folks. Our first remote Assembly of the year kicked off our AY officially on August 19. I can report we had 225 members at the virtual meeting at a maximum. So, remote participation is bringing the crowds. Its also bringing a very robust form of communication to Shared Governance and our diverse membership. The chat rooms in Zoom as well as the Zoom functionality as far as the give and take it offers us the opportunity of has really worked out very well. In other words, I guess what I want to start by saying is we've been remote shared governance now going back to March of last spring semester and I think to the extent that we have been able to make lemonade out of lemons we certainly would like to be physically with all these folks that are constituent members of shared governance. That's just not possible now but we've made the best of a problematic situation. So, I wanted to relate that to all of you good folks.

Executive Committee is meeting as are our other 14 standing committees. We will present recommendations for this academic year to those standing committees very shortly of which, one outstanding one with respect to the

COVID-19 pandemic situation that we remain in would be for our committees to review your charge with particular reference to the COVID-19 pandemic and its impact on college operations this year and make specific and appropriate recommendations if necessary with response to this ongoing reality. So with that recommendation we hope to capture the experience, the expertise of Shared Governance and anything we can do to most effectively maintain a college operations remotely and indeed with those members of our academic community that have returned physically to campus in the midst of this pandemic, we remain committed to doing so.

The other thing I can report, trustees, is that we received responses this past month from Administration regarding our 2019-2020 recommendations. Two highlights I wish to share is that Administration accepted the Safety and Security committee's recommendations that the College follow current practices with respect to unarmed security. We had a very strong discussion about that in Safety and security and in Executive Committee and felt that it made good sense to move forward with unarmed security on our two campuses and Administration concurred with that recommendation. The other important recommendation they concurred with, trustees, involved the development of institutional learning outcomes which have more become the norm among peer institutions throughout the State University of New York. Administration believes that we should move forward with the creation of institutional learning outcomes, that an appropriate Ad hoc group be set up in a timely manner to investigate, to create and obviously ultimately to implement those institutional outcomes for SUNY Orange.

I can tell you that we're looking into using our SUNY Workplace Governance discussion board to deal with...to implement a conversation on confronting racism in America that also incidentally happens to be the theme of our Global Initiative this year in conjunction with the SUNY 64 x 64 initiative. We have some very exciting things we hope to be doing with respect to programming, involving among other groups, our Committee for Institutional Diversity and Equity. We hope to have a very robust conversation about issues of race and racism, a very honest conversation, a very deep and necessary conversation and were working with Chris Thurtle in Communications and other members of the College to implement that discussion.

And, finally, we're looking forward to working with Administration on implementation of the new Strategic Plan and those specific goals and objectives that have been identified from that plan that we believe are critical to College operations moving forward in this academic year. That's what I have to report to you folks, thank you all for your time and consideration.

Chair Watson: Thank you for that report. Moving forward, it's exciting once again to introduce Trustee, Jacques Stanley for his first report from our students.

C. REPORT OF THE STUDENT TRUSTEE – Jacques Stanley

Trustee Stanley: Good evening everybody. It's nice to be with you for a student report, student trustee report. I do not have much to report on behalf of the student body itself. I still to get in contact with the Student Senate to see where they are with everything else, but personally I can say, the experience that I've had so far with virtual learning has been, it has its ups and downs and we have some of the best professors, I would say. They're very understanding, they take their time with you, even after the course is over with. If you're taking zoom, they have their office hours also and I'm very proud of our institution, we step up to the plate and I'm very proud to be a student here. I always wear a shirt in every color and I'm very proud to be on this board. So, that is all with my report and hopefully next week I'll have more for you.

Chair Watson: Once again, welcome to you and as Dr. Young said earlier, you have all the rights, privileges and responsibilities of a full trustees so we are going to look for you to give us input from the entire student body. We want you to be their representative and like Kris said we want you to have a voice. We want you to speak your mind and feel free to do so. We want you to have success in your new position and welcome to you tonight.

Trustee Stanley: Thank you Mr. Chair

Chair Watson: Next, College Association. It gives me great pleasure once again to welcome back our good friend, Vinnie Cazzetta so Vinnie, have at it.

D. REPORT OF COLLEGE ASSOCIATION (Vinnie Cazzetta)

Mr. Cazzetta: Hello Trustees, its great to be with you tonight and to see so many friendly faces and so here is my report for tonight.

The financial year for the College Association ended on June 30 with a \$9,000 operating loss. However, I need to tell you, the auxiliary service piece, the bookstore and food services did turn a profit of \$67,000. The majority of the loss was in our daycare program. And as you'll recall we kept our daycare program open during COVID-19 per order of the Governor to keep daycare centers open so on the first responders, nurses, police and fire could continue to go to work and thus had a place for their children. So, we didn't have many in faculty, community members and students involved in those areas of work, but we did go along with the Governor's request.

RBT has been conducting the audit, they finished it up...or are just finishing up and all the early signs are a very good audit for the College Association once again. And they will present their report at the December meeting of the College Association.

With respect to the bookstore, we have, we had a bookstore manager resign, the Middletown manager resigned in August and Follett worked quickly to get a new manager on board that they felt would work well with our staff and faculty and students. Her name is Tracy.....she's been on board for about 2.5, 3 weeks and she's just been thrown into the fires of rush and the heat of the bookstore season but I think she's going to make a good manager and serve SUNY Orange well.

With regards to the Lab School, I just wanted to give you some enrollment numbers and they're not as good as they were last year. So, in the Morrison Lab School in the area of community and faculty enrollment, we have 16 children, compared to 31 last fall. That's a difference of 15. In the student category in Morrison, we have 14 children of students. Last fall, we had 22. That's a difference of 8. In the Newburgh Lab School in the community category this fall, we have, community and faculty, excuse me, category we have 7. We had 13 last fall. That's a difference of 6. And in the student category of the Newburgh Lab School we have 13 and we had 17 last fall. That's a difference of 4. So, yes, that's concerning but what I will say, the Newburgh student group being down only 4, that does give me a good feeling. I'd like it all to be up but them only being down 4 again expresses the need for a Newburgh Lab School at the Newburgh Campus, it does serve a great purpose.

One other item about the Lab School is the inclusion classroom with Inspire is up and running. The only difference is that because of licensing requirements related to social distancing, each group has 3 children and not 6 children for this fall. But I'm glad it's up and running and I'm glad we were able to work it out under social distancing requirements.

And, just a last note, with our new student trustee, I would just like him to know, that, maybe he doesn't know this, but he's also a member of the College Association and as such, I will be reaching out to him to set up an orientation and bring him up to speed on what the College Association does, what its all about, how to help students and I will be reaching out to you to set that up in the near future.

And, unless there's any other questions for me, that concludes my report and again, it's great seeing you all via Zoom and go SUNY Orange.

Trustee Hunter: Vinnie, this is Tom. Could I? I'm going to be the new representative of the Association. Could I be included with that, with the student trustee, with that session.

Mr. Cazzetta: Absolutely Tom and thank you for pointing that out. I will make sure that you join Trustee Stanley in that orientation. Thank you for pointing that out.

Chair Watson: Any other questions from the trustees? There are none. We will move forward. Next on our agenda is the Foundation Board, Dawn Ansbro.

F. REPORT OF THE FOUNDATION BOARD – Dawn Ansbro

Ms. Ansbro: Hi, good evening everybody. It's nice to see you all. Thank you. I was trying to figure out when the last time was that I did see you all. I know its been a while. So, I'll give you a report but if anyone has any questions, please don't hesitate to ask.

I just want to give you an update on scholarships. We are on track to award, for this academic year, \$404,265 in scholarship which we're very happy with. And that does include of course, athletic scholarships, lab school scholarships, and a little bit of Dyson money that we continue to get, about \$10,000 from Dyson every year. So, I'm happy to report that. I would like to give, although I know he's not here, a shout out to Tom Rickard, who did help us raise some money for athletic scholarships when we had to cancel the golf outing this June. So, we thank Tom for his help and giving us a hand with that. It was a total of 240 scholarships that were awarded, and I believe you've gotten an invitation from Sharon from my office but we are holding the Scholarship Award ceremony event, virtually of course, on Thursday, September 24. You should have received a link to join us via Zoom. If you have not, please do email me and I'll make sure that you get that link so that you can join us. It will be 45 minutes max, the event itself.

I wanted to talk briefly about the student emergency fund. You may recall that at some point during the summer the SUNY system found a donor, who was willing to award up to \$50,000 of matching funds to each SUNY campus for anything that was raised between I want to say April 15 and July 1 for student emergency funds. So, we were able to raise \$31,390 in additional student emergency funds which was matched then by SUNY. And, it turned out that they did have a little bit of extra money at the end so they divided it all up and they gave us an extra \$2,000 between all the SUNY schools that did raise money. So, we got an extra \$2,000 out of that so nice to know that we do have more student emergency funds available. We did, of course, award almost \$40,000 in emergency funds

between the months of March and April for students who were in need as a result of the COVID pandemic.

Just another quick event, you may all be aware, but we are doing a virtual chat with Dr. Young on Friday, September 25 for our donors. You all of course, are welcome to join us. It really is...was just an outreach for us to try to reengage with the donors, get an opportunity to put Kris in front of them and to give them an opportunity to ask questions. I will say, Kris, at this point, I don't have a ton of people registered but we are putting it back out there again and encouraging people to do this and I think regardless of how many people we have I just think it's a good exercise to go through to make sure that our donors know that you are available and you know willing to have this chat with them. So, thank you for doing this.

And then of course, we do have our leadership event which is also virtual coming up on October 23 which is a Friday night. We're actually taking this opportunity, because it's a virtual event to honor all of our nursing alumni who have been working on the front line of this pandemic for so many months. So, we've reached out to all of them to ask them to send us pictures or a short 10 second video. We actually have a graduate, Matt Wynkoop, who happens to be a graduate of our New Media program, will be helping us to stitch all of these pictures and videos together into a nice presentation piece will be part of the event. So, we're looking forward to that and we'll be taking whatever money we can raise...we'll be trying for the nursing department as well. So, we're excited about that event. Hope you guys can all join us. It is still a \$100 ticket. We know that people normally would expect a dinner for that so what we're doing is putting together gift packages. City Winery is providing wine at a discounted rate. We've got some local chocolates, local cookies, all trying to do all locally sourced items, but it should be a very nice gift basket. So, I'll look forward to quote unquote, seeing you there on October 23.

Did anyone have any questions before I conclude my report. Well, thank you so much for the opportunity. It's good to see you all.

Chair Watson: Dawn, thank you for that report and we thank your entire board, your organization, for all the work that they do and all the scholarships that you award. We are truly grateful for that. Keep up the good work.

Ms. Ansbro: Thank you.

Chair Watson: Okay. Moving forward. We've reached our special reports part of our reports session. So, first we're going to have a report on COVID-19, the response team, workgroup, special report from Dr. Hackman, Paul Martland, and Gerianne Brusati.

F. SPECIAL REPORTS:

Dr. Young:

Great. Let me give an umbrella introduction, Chair Watson, and then turn it over to each in turn. So, I don't think the trustees are unaware that this is something we've been working on. So for many years, the College has had EMT, the Emergency Management team. It's something that's activated when there is an emergency at the College, which has historically meant maybe there's been a bomb scare at the College or some other event or needed to manage an acute crisis or a crisis that might go on for three or so days. Back in February, when we first had to start dealing with the reality of COVID-19, since EMT had a nice distribution of the right sorts of people, who you wanted to think on in crisis. It was kind of a default to start calling EMT together, but we added two members, Madeline Torres-Diaz and Susan Corbett who is a nurse in our Wellness Center to give us some good wellness background and nursing background. We started referring to them as the COVID-19 Response team. So, I think we can kind of call COVID-19 emergency when we started responding to COVID-19 as a response team and that became, as you can imagine, our jack of all trades group, mostly as we were trying to move off campus, respond to SUNY directives, and the whole kitchen sink. As we moved into summer and moved into actually implementing how are we going to live in this long-term as a College, it, you know, it became apparent on many, many, many different levels that EMT, this was not a long-term solution, right? We needed to kind of give EMT a break, or the COVID 19 Response team a break and really start getting into work groups, and implementation groups and broadening who was involved and asking for willing volunteers from the college community who were going to be living in this, living in the teaching and learning spaces, living in the infrastructure and who have more knowledge of health and safety. And that's where these work groups came from. So, we drew from the COVID 19 Response team, the three vice presidents before you today to give leadership to the workgroup teams that the workgroups started implementing the plan that was lodged and approved by SUNY as we actually started living it. So, tonight what you will hear from each of them, the three workgroups, about what happened this summer, how it is playing out in the fall, and slated last, very purposely is Gerianne Brusati, who, while all of them have been active and challenged and have had so much to do, Gerianne is presently captaining the most, the hottest of the three right now. The trustees are aware that our new Chancellor Malatras has attacked COVID-19 head on with a plan of aggressive testing, surveillance testing, so her workgroup team has been very active in responding to SUNY's suggestions/directives about how to take that on. So, I've asked Gerianne to bring up the rear of these presentations because she has maybe the most breaking and the most active news and probably news to you. Because, heck, there could be news in our email right now that we're not seeing. Maybe I'll take a look with

apologies to Erika just to make sure nothing has happened as we've been sitting here. Just because that's how quick moving this is. It's truly remarkable, the pace, at which things are moving right now. So, that's the context for this presentation. It goes without saying, without the entire COVID-19 team and people that we've brought in at various times, we've brought in additional facilities people, we've brought in additional...Stacey Moegenburg I don't know if she's still on the line, but Stacey's got such history at the institution and gifts with Architecture she's been key at different times. So, I will mute myself and let the team tell you the story of how we've gotten to the point of where we are today, starting with Erika and the teaching and learning workgroup. Thank you, Dr. Hackman.

TEACHING AND LEARNING: Erika Hackman, VP for Academic Affairs

Dr. Hackman: Thank you Dr. Young. I...another brief slide show here, it is a habit of mine which I'll learn to undo. No, it's my pleasure just to give you a brief update.

The Teaching and Learning Workgroup, again, was formed this summer and has been working very hard and has been an incredible resource to me and to the Academic Associate Vice presidents as we work to maintain instructional continuity throughout these challenging times. Here is just a snapshot of the membership. I know that these abbreviations will not mean a whole lot to some folks but we have our academic associate vice presidents from each of the divisions and then we have both Staff and/or Chair members from each academic division as well as a faculty member from each division. And we also have one member from Arts and Communication who is an adjunct. So, we tried to have a good cross section of voices sort of at the table, helping us understand both on campus instruction how things are going but also the remote instruction that Trustee Stanley talked about earlier.

So, our charge is to serve as advisory to that larger group that Dr. Young mentioned, as the COVID-19 task force and I simply asked these folks to help the academic leadership, in particular, helping us work through the implementation of our restart plan that was approved by SUNY, but specifically with regards to teaching and learning issues that are happening in those environments. So, like I said we did form this group in the summer. We've been meeting regularly throughout the summer and into the fall which again, continued to be a really important mechanism for discussion. This is just a sampling of the topics that we've been talking about: proctoring services both on campus and remotely, academic dishonesty and you know the concerns about the students and the potential for that dishonesty to increase given our largely remote circumstances. The increasing need for accessibility services proctoring and other

supports as well. This team helped to put together some guidance that was issued for synchronous instruction, but also, synchronous meaning happening at the same time remotely, but also on campus protocols for instruction. So, in my next slide I'll give you a brief idea of what that looked like. But more recently, in fact we had a meeting today, we're starting already to look to the next semester, to look to January, and thinking about the opportunity...just the needs for support for technology both for faculty and for students but also some opportunities. In the Title V presentation, I mentioned that we're looking to redesign some of our classroom spaces. We're also hoping to leverage some CARES Act funding to add to the infrastructure for technology in our instructional spaces on both campuses. And so, we had a great conversation about that today.

But with regard to the on campus protocols for instruction, these are the types of things, you know, we knew that faculty coming back had questions about you know, what was going to be...what should they expect in these instructional spaces this semester. What should the students expect and to what extent do we need to just clarify what the expectations are, again for all of the campus community who is going to be on either the Newburgh or the Middletown Campus this semester.

So, you can see a variety of topics here that were discussed, and we put into place guidance for all those who would be on campus in these categories. The very last of which becomes really important, instructional continuity considerations and so as there are disruptions that are unavoidable to instruction, either on campus or remotely we are asking faculty to be prepared and plan for how we can ensure continuity in the instructional experience.

So, looking ahead, like I said, we are beginning to anticipate what our instructional operations look like for spring 2021, identifying ways we can amplify and increase support for both students and faculty. And, like I said, technology infrastructure, opportunities that we can boost that and increase the number of resources as well. And that concludes my report.

Chair Watson: I believe Paul is going to be next.

Secretary Murray: Paul, you should be able to unmute.

Mr. Martland: There we go. How's that?

Secretary Murray: Okay, we can hear you now.

INFRASTRUCTURE: Paul Martland, VP for Administration and Finance

Mr. Martland: Okay, sorry about that, wasn't in its normal place. I was involved with what we called the Infrastructure Work group. And this was the group that thought about what we need to do with the buildings and classrooms on the campus and what do we need to have in stock to properly restart the campus. We actually got a bit of a jump on the other groups. We formed formally back in June because of the long lead time involved for some of the items that we were dealing with. So, our group was little smaller because it was started that way. So members of the group originally were Vinnie Cazzetta, Leland Hach from IT, Iris Martinez-Davis from HR, myself, Likkia Moody from the Newburgh Campus, who joined us a little later as we moved our focus from Middletown to Newburgh, Joe O'Dea in Security, John Parsons from Custodial, and Mike Worden the Facilities Director. So again, it was a group focused more on infrastructure related activities. Our aim was to identify and schedule the infrastructure related activities required to ensure safety necessary for the startup of the fall semester at both campuses.

And, from the beginning and throughout the process, these were the primary areas of our focus: personal protective equipment, particularly in the early days, there were a number of shortages. And, some of them lasted the whole summer, many of them eased up as time went on, setting up social distanced instructional spaces in common areas and the buildings scheduled for use, establishing cleaning and disinfecting protocols, preparing spaces for use, putting in signage and floor markings to facilitate social distancing and instruct folks on these items. We had some HVAC issues and we had IT issues that needed to be addressed.

The critical first step was identifying which buildings, classrooms, labs, and common areas would be used in the fall. And you know, it was a bit of a moving target because we weren't exactly sure which classes would run and so forth. But I have to thank John Parsons, from Facilities and Stacey Moegenburg from Academic Affairs. They really took this piece on and worked it out. So, once the areas were identified we could then initiate the cleaning protocols and set the rooms up for social distancing. So, Stacey would work with John to identify the rooms, then John would work with his group to get them set up. Stacey continued to update us. Anne Prial also was involved as time went on in helping with this set of issues. Classes were restricted to taking place in 4 buildings and the library and Shepard Center were going to have limited access as the process unfolded.

I left this...this was actually a slide I used at a meeting the week before school started, just to show what our status of PPE inventory was at the time. We had almost 19,000 masks, disposable masks in stock, we had

4,000 reusable cloth masks that arrived that week, we had face shields in stock and on order, enough to get us through the start up period. Nitrile gloves, we had, numbers wise we looked okay, but we didn't have enough variety of sizes and that has continued to be a problem. Medium size Nitrile gloves are in great demand. Hand sanitizer issues and alcohol wipes. Of the PPE items, the ones that were the most concerning were as I said the size medium Nitrile gloves and the alcohol wipes. That has started to ease up finally but all summer those were very scarce and the lead times were very long. And plexiglass was in great demand and there was a national shortage of them and continues to be. So, those were our biggest areas of concern.

By the time we started up, all classrooms, labs and common areas scheduled for use had been properly set up for social distancing. All the classrooms and labs that were scheduled for use had been thoroughly cleaned and disinfected and the cleaning schedules and protocols had been developed for each instructional space. There was a bit of an issue, and it continues unfortunately through today with the cleaning of lab spaces that were on back to back schedules. We needed enough time to clean the lab before the next group came in. So, where we knew that was happening, faculty and Academic Affairs worked with us to come up with a way, that they could perhaps do a little bit of instruction in an adjacent room so that the custodial staff had time to clean the lab spaces.

Signage and floor markings: by the time we started, all of the signage had been posted in all buildings, discussing that masks were required and social distancing was required, instructions on how to use the masks and the same signs were also posted at each classroom and lab scheduled for use. The floor markings for social distancing and directional arrows at the time, there was little bit left to be done, but by the time classes started that was taken care of. We had some special signage advising students and visitors how to access areas, support areas, that normally would be done in person, such as the library and student services, advising what/how to contact the appropriate people for that kind of support. And, we had rules concerning social distancing and mask policy installed in the parking lots. And we also had signs limiting capacity in elevators to one person.

HVAC issues, this was a bit of a harder task, because where there was no guidance issued by either the CDC or the state DOH or higher education specifically. But standards had been established for shopping malls, which were used as a proxy since they are similar large buildings holding many people at one time. And the biggest recommendations were installing higher density filters on all of the rooftop units and HVAC equipment and this was done in both campuses to achieve the standard that was set for the shopping malls. We also increased the outside airflow through the HVAC system. That's a critical piece of compliance. And, even though we

weren't running the buildings...many of the buildings through the summer, we kept the HVAC equipment running to prevent conditions that could lead to legionnaires or COVID contamination in the cooling tower water and other elements of the HVAC system.

Plexiglass was last minute. We did get some in in August and then some in just as the school started. So, it probably took us a week into the semester maybe a couple days more to get the dividers in all the places that they were requested, but that has been accomplished. And we are continuing to order products so that we are ready for the spring semester if we indeed need to expand our rooms and what not.

And, we had to come up with the bus schedule for the start of the semester. It was put together in time for the classes to start.

IT had a whole bunch of issues that they were dealing with, both for students and staff, getting laptops available for faculty and staff to use remotely, changing over a bunch of all-in-one units that could be repurposed for faculty and staff to use remotely. SUNY came through with 600 chrome books for our students that we set up and distributed. The Foundation also generously provided another 50 chrome books and spaces where we had commuter classrooms and computer usage areas, the libraries needed to be set up for social distancing and all of that was accomplished.

So, again, I'm the one reported but really Facilities and Custodial staff did the work and they did a really amazing job and the Academic Affairs team, really Stacey, went above and beyond to make sure we had as much information as possible in regard to what the schedules would be so that Facilities could do their thing. And, IT, they had a lot of balls in the air, getting all of this stuff ready for the various constituents and they did a great job.

Start-up, went, by and large, went very well. As I said, there are a few areas, back to back classroom, lab situations took a little longer to get straightened out then perhaps it should have. But by and large it went well, and I think as we sit here today, we have addressed the vast majority of the issues that confronted us. With that, I would open it up to any questions.

Chair Watson: Thank you Paul. Next is Gerianne Brusati

HEALTH AND SAFETY: Gerianne Brusati, VP for Student Services

Ms. Brusati: Thank you. So, I thought that when this all started, that Health and Safety would be easy because we just have to link to the right public health information on the CDC website. Little did I know then.

So, the members of the Health and Safety Workgroup are listed here. I think you can see, we have Susan Corbett from our Wellness Center, Debra Dorwitt, whose background, who has a medical degree and is one of our adjunct assistant biology professors and a tech assistant at the College, Leland Hach from IT, Iris Martinez-Davis, so we have a connection to Human Resources, and Madeline Torres-Diaz who is overseeing the Wellness Center.

Dr. Young: Gerianne, do you think we can see a PowerPoint.

Ms. Brusati: Oh, you're not seeing it.

Dr. Young: No.

Ms. Brusati: Okay, alright, stay with me...you didn't hear me say that.

Dr. Young: No, well we understand you can't take the Brooklyn out of the upstate administrator.

Ms. Brusati: It would've been even more boring without the slides. Sorry about that. So, our EMT workgroup first and foremost had to start with providing a self-screening app and maybe I should take a step back and say a lot of our work is orchestrated because we are part of the SUNY systems, so some of our direction from SUNY as one of the 64 campuses. But, we worked on a good screening app that we needed to have in place so that students, faculty and staff, anybody that was coming to campus would be able to basically self-diagnose every morning and if they were symptom free, they would be good to come to campus. If there were any indications that they might have COVID-related symptoms, they were asked to stay off campus and to work with us to connect to a healthcare provider.

A big piece of what happened over the summer and this was really our Wellness Center team and HR, was collaborating with the Orange County Department of Health because if, in the event, that cases started to happen on campus, we needed a good system of referrals and contact tracing. So, the relationship with the Department of Health was key.

We also, as a group, wrote guidelines for the students who would be returning to campus, mirroring the ones that Erika and her team put together for faculty. And we also created what we called a shared

community commitment, what were the expectations that we had for anybody who would come on campus to maintain the health and safety of our community.

And finally, we participated in a number of SUNY webinars because we're all unique institutions, but we have some common needs that run through. And, so hearing what other people at other campuses were doing and how they were managing the return of students, faculty and staff, I think helped to inform our decision-making as well.

And, when we weren't doing the other things, we, 5 of the members of the group, also became certified contact tracers. Again, not because we'd ever be asked to do this work but having a better sense of what the expectations were, what it means to do contact tracing, how we would talk with students, how we would talk with the Department of Health. I think it certainly gave me a comfort level, a better appreciation and understanding for this group.

So, the latest piece of this has to do with what we'll call, what's called "Pooled testing" Right now, SUNY is asking that every College within the system have some system in place, some plan in place, to actually test primarily students, but faculty and staff if they wanted to be tested, on a regular basis while classes are happening on campus. And I'm not a doctor, I don't play one on TV and I'm way out of my league here but I'm going to try to explain to you what I know about pooled testing. So, when you think about what it is, and I think we've all been watching the news and we've all heard of the complications testing, its hard to get tested, when you get tested the timeframe for hearing the results is too long because obviously if you're A-Symptomatic but you have COVID you're spreading that virus to everybody you come into contact with. So, pooled testing actually lets us test a number of people, who submit to saliva testing, so you don't get too creeped out, batch all of those individual samples together test the samples and then determine from that test and its actually pretty cool, whether anybody in that pool, in that batch, is symptomatic, has that COVID virus and that allows for a few different things including a pretty quick turn-around. So, you wouldn't use COVID testing in the middle of August when people were jamming up emergency rooms, because the prevalence of the virus was pretty obvious. Pooled testing is, works best where infection rates are low because what we're trying to do, its surveillance testing, so what we're trying to do is see if there are any pockets of COVID that are starting to emerge. And probably the easiest thing to do is just show you the next slide and look at the visual. So, if you think about a group of people being tested and their sample being tested together, if nobody in the group has COVID, then that whole batch comes back negative and we can move on. But, if we find within that batch, if we test that batch and that batch comes back positive,

then we know at least one of the individuals within that pool is carrying the COVID virus. And, what happens then is the testing lab will go back and do individual tests on all of these people to identify who the COVID positive person is. So, again, it helps us go a little bit more quickly in terms of pooling samples together, we run fewer tests, we use fewer testing supplies, we reduce the time it takes between collecting a specimen and having results. And the beauty of this that we still don't believe might be true, but this is what they tell us is that this whole process can be managed by non-medical personnel. And the cost of each of those individual tests in the pooled testing is much less expensive than going to your doctor and having the nasal swab and all of that. So, that's why we would do pooled testing at our College.

And then finally, our next steps in this process, and I did this slide before we got our approval, but our plan has been approved. So, now our next steps are to identify and train staff, prepare a testing schedule, and then get this process started. We've had some pretty good work with the staff at the Upstate Medical Center, which is part of SUNY, which would be doing the testing for us. So, kind of understanding how we would go forward here. This is the big piece right now and it's the big piece that the Chancellor certainly is mostly invested in, I guess I would say, but we as a group have an ongoing responsibility to help educate students, faculty and staff about why COVID is not going away. So, how do you keep people as attentive to social distancing, masking, all of those things as we move forward and as we bring more students back to campus. So, that is the end of my presentation, but I'm happy to take any questions, because this is such an exciting conversation.

Chair Watson: I have a question. The student that tested positive that was attending our College, did we discover that through this method.

Ms. Brusati: No, no, we are not, Fred, at this point, we are not doing testing so a student, anybody would either be tested perhaps in their workplace or because maybe they came into contact with somebody who was COVID positive and they were instructed to get a test. So, that student self-identified to us, to their department and that precipitated the exercise that we did, that now we know will work with the Department of Health. We provide a list of all of the individuals that that student would have come into contact with and then we turn this process over to the Department of Health. They handle the contact tracing. We are sort of in the background supporting that and we will follow up with the student. We would certainly be available to answer questions that any student might have, what does this mean for me? What does a quarantine mean? Because that's what our Wellness Center team would do naturally. But, as far as the actual protocol, once we turn that information over to the Department of Health, we have done our due diligence so to say.

Once we start doing the testing, obviously we would be more closely involved, but I think we have to rely on the Department of Health. The whole process of contact tracing is really, that's a state-wide operation so we don't want to get in the middle of that. But I will say, just because we were nervous about this from the beginning, would students actually do the self-screening every day? Would they behave appropriately in class? Would they let us know if they were ill or felt sick? And, in fact, they are and they're calling our Wellness Center. We are reaching out to them and we are advising them to be tested, we're advising them to stay off campus and they have been...I mean, we're not talking thousands of people, we have about 1200 students on campus at various times during the week. But I'm pretty impressed with our students, they're taking this seriously and we haven't had, knock wood, any complaints about people who are behaving stupidly or poorly at least not while they are on campus. So, if we can keep going this way, I think, we'll see how it goes. But this is going to be ongoing and I expect that we will be testing probably into the spring semester unless something else happens state-wide.

Chair Watson: Is this plan currently working or in place somewhere that we know of.

Ms. Brusati: It's not as many places as we might be led to believe. I think many more of the schools are in the planning stage, Fred. A lot of the schools that were inviting students back to dormitories had the expectation that those students would be tested, that they had to be tested before they went back to campus. So, everybody who came to campus was technically COVID-free, right. So, it's only as some of these cases at Oneonta at other places, have kicked off, that I think that the push for the on-campus testing has really become more prominent as a responsibility that the College is being asked to take on. But, no, at this point, if people were testing, they would test in very small groups of students, usually people who were in the dorms or athletes, people who have been on campus you know, the end of August until now. So, this is going to be more widespread across, I would say, most of the SUNY campuses.

Chair Watson: And last point. It looks expensive, is that the case?

Ms. Brusati: It's much less expensive than if you went to your private physician but yeah, Fred it's not going to be inexpensive. The batch testing is \$15 a student each time they are tested and if somebody in that batch was positive and so the whole group has to be tested, those tests would be \$60 a test. So, not an insignificant amount, but significantly cheaper as I've been led to understand, then anything that might happen at Urgent Care or at your private physician's office.

Chair Watson: Thank you.

Ms. Brusati: Thank you.

Trustee Stanley: Great job, as a fellow Brooklynite, Ms....Dr. Brusati, I didn't hear any foul language at all.

Ms. Brusati: Alright let's mute you now.

Chair Watson: Alright, does that conclude this report?

Dr. Young: Thank you and I would just observe that you know, we're on the cusp, as you heard Gerianne say, like this is right on the breaking news. That slide I think you couldn't have prepared it last night, and here we are today learning our plan got approved. So, when people start saying, when is this going to start and who is going to be selected, we can't answer the question yet. Like, we can't answer the question yet. You know, an observation I would make is we are a community college and as Gerianne said more delicately than I'm about to say, we're not a medical school. So, we're to the point where you know the questions we have about doing this right, having the tests administered with efficacy, and knowing what to do with the results, we have to ask some questions. So, we need to see what SUNY Upstate, you know, now that we're to the point of approval, when they send us, you know we assume they're not just going to send us test tubes and say good luck. We assume they're going to send us a lot more information. I know, Carol was working hard on connecting me with Dr. Irina Gelman, Commissioner of Orange County Health today as a resource. This was, all of this, happened, has this been even a week? You know a week and...I don't even know if this has been...what's today, Wednesday? This has been like a week and a day that we've known that we've even had to wrestle with this or something crazy. So, we want to do this in a way that has meaning for our students, has meaning for employees who want to take advantage and does what it's supposed to do for our community which is to give us an indication if there's something we need to pay attention to on our campus beyond the resources that we already have available to us which are many including data that SUNY Upstate already has available to us which the Health and Safety Team has access to, a dash board of constantly updated public health data. So, there's a lot going on, you got a taste of it. So, we're on it. This will be evolving and certainly, I'll keep trustees up-to-date but I believe its probably safe to say that before the next trustee's meeting in October, it is likely that we will have done a round of surveillance pooled testing on campus so long as we feel we can do that safely with the aid of SUNY Upstate, Orange County Department of Health and anyone else that may want to partner with us in a way that makes sure that we're doing the right thing. So, those would be my concluding remarks on this topic. And, to

thank all of the workgroup members and, I'll advertise for anyone else that wants to join a workgroup. These aren't going to go away.

Chair Watson: Alright next on the agenda, a second special report. Dr. Young will tell us about Strategic Planning implementation.

Dr. Young: Thank you. And would I be correct in saying that you can see a shared screen about this time.

Chair Watson: Correct.

G. SPECIAL REPORT: Strategic Planning Implementation (Kris Young, President)

Dr. Young: So, on behalf of everyone, I thought I'd take the lead on this this evening, because as you can see, the colleagues I work with every day are doing a lot of other work. So, this is particularly on behalf of Cabinet and the College community, I'm presenting to you work that we've done thus far on implementing the Strategic Plan. So, board, the last time we actually formally met in a planned stance was in May when you approved a 2020-2025 Strategic Plan and I know we complimented Likkia Moody and Damon Ely for delivering that plan under what was already duress as we were off campus. And, under normal circumstances, if we were not in a pandemic, you would have expected, as a Board of Trustees at this point, to say that was very nice, that's your Strategic Plan, let's see how you're going to implement it now. And you would expect at this board meeting, to say, let's see an implementation plan and let's see how you're going to measure the success of that implementation plan. And, tonight, I'm going to say something a little bit different, but that was the direction I heard over the summer with you. So, obviously, this is not the launch we imagined, and we will attribute that to just the situation we find ourselves in in 2020. And, what I believe I heard from you informally this summer, was the recognition that we have an outstanding 2020-2025 Strategic Plan but the recognition about where our energies as a College have been this summer and where they will be this academic year and permission to look at the Strategic Plan and for another year ahead, for Academic 2020-2021 to pick out a reasonable, manageable number of goals or objectives that are most relevant to the college's needs right now. This is not permission to ignore the plan entirely, but in order to be able to get going on this plan and to do it in a way that serves the College faithfully at this peculiar and uncommon time. To limit the scope of the implementation, how do I say, the bite out of the apple right now, but do a great job on it.

So, the way that we started at this, is, used the group of Cabinet, which you'll recall is about 20 person group which is not only the vice presidents, but associate vice presidents, certain directors, leadership and

also Paul Basinski from Shared Governance. We had a great workshop in August, studied the Strategic Plan, and asked ourselves these questions that you seem to be asking us given the situation, and, teased out what were the most important goals/objectives that we should take on this year. How would we? Who was needed to execute them and how we would measure if they were successful. We came back to Cabinet very recently and affirmed with Cabinet, is this what you guys said, is this how you would measure them? What I would tell you tonight, board, is just the way this particular calendar fell and also as you can see the crush of other things that are happening now, one shortcoming right now is that we haven't really had the opportunity to really work with Shared Governance and we have the first Assembly isn't until Monday and we haven't interacted with PBIE, the planning, budgeting for institutional effectiveness group. And, while, we're going to share with you our first shot at metrics tonight, this is the first time you're going to hear the metrics of the goals and objectives we want to take a shot at this year with you. So, as we share these ideas with you tonight, I'll put it in your head that we're ready to go with what we're sharing with you, but I would say maybe we should say, let's say, we're ready to go but let's maybe lock it down in October. We won't delay the implementation, but we should we as a College community, should be trusted to say, let's absolutely feel like this is what we should be doing in October just so that everyone is comfortable moving forward.

The way Cabinet went about this is we felt that we had this brilliant Strategic Plan. It ended up with three big themes and we should make sure that we pooled from each of the three big themes, at least one major idea out of each of the three themes. So, we started attacking the Strategic Plan and each of the three themes.

So, as a reminder, the first Strategic theme talked about "Empowering Student Success: Equitably Linking Students with their Aspirations" And, I don't mean to say that it's a coverall but this was, is closest to like the Guided Pathways, SOEx, Title V, sort of part...momentum of the College. You recall our Strategic Plan had these three themes, multiple goals and then many more objectives. In fact, there were 37 objectives, I believe, in the entire Strategic Plan. So, when we talk about being reasonable about pulling something out, that was a message I had for Cabinet. So, in this theme, overall college student success, the goal that Cabinet really locked onto was increasing flexibility for the students of today and tomorrow. You can start reading into the minds of Cabinet on this. They're considering what has happened in March and over the summer and thinking that the student of today and tomorrow has already flipped and changed since last fall and last spring. And that this...students are very different and the flexibility that they require is something that we weren't even talking about several months ago and the objective that was

universal, I mean got unanimous support out of Cabinet, this one, and this was an unequivocal recommendation to the board tonight is that we strengthen resources and technologies for online learning. And, I'll asterisk online learning and say don't ask what the definition of online learning here is. Remember that word was chosen months ago, before we said does it mean remote, does it mean hybrid, does it mean Hyflex? Don't even try to give it a specific, but just the concept of resources and technologies for something that isn't 5000 students coming to Middletown and Newburgh and sitting on our campuses in a classroom. And, I know I don't have to spell this out for you but if I may say, part of Cabinet's conversation is also the realization that we know we're not coming back in Spring 2021 in the way we were here a year ago and that we are probably never going to look like we looked like in Fall 2019 ever, ever again. This is a long-term, forever change to the way higher education is offered in community colleges, so we have to identify this objective as essential and ask ourselves how do we get ready for what's coming next in terms of our own professional development, in terms of the technology, both what a student sees in front of them and what's in the guts that we can't see in ITS division in order to be a relevant institution of higher education. And we got to get back to that in year 1. So, if you are talking about who do we activate as the implementers in the College community, multiple units will get engaged in this year. So, ITS is the information technology services division, CTL is the Teaching and Learning, Academic Technology is a component of CTL but that is a group that works a lot with faculty, how to use Blackboard, how to use other components to do instruction with students. AALT stands for Academic Affairs Leadership Team, SSLT that of course, stands for Student Services Leadership Team, and then Department Chairs are going to be key in being part of visionary but also working with faculty in collaboration to realize this. Our partnership is with Shared Governance. I had a preliminary conversation with Paul Basinski and Josh Lavorgna on this. I know Paul, I think Josh too. Things are blurring and this is part of why we need just a little more time to seal this up. But, part of our Shared Governance partnership on this, you'll see PB, the Planning, Budgeting, Institutional Effectiveness group in every one of these, but in this particular case of making sure we're resourced correctly, the Academic Technology committee exists that has to get engaged and then also that is the Faculty Staff Development committee of professional development group that obviously would have a lot of collaboration in executing this. We've got to get after this this year if we are going to continue to be a relevant community college.

That looks pretty small on my screen, I hope it's a little bit better. And, here comes the metrics and as I said, you're hearing these for the first time and I'll look for your reaction and feedback board to see if this is in sync with what you were thinking about the feedback, or I'm sorry in terms of what you were thinking about metrics, but also I need a chance to check in

with the college community about it too. But the first, 1, 2, 3, 4, 5 have to do with increasing the number...and you can see the raw numbers on the screen of both the number of individuals being...experiencing the offerings in the Center for Teaching and Learning, or the types of offerings being offered by the Center for Teaching and Learning or closely related entities so that more individuals are...have opportunities to be professionally developed to be some part of this...air-quoting...“online experience” again, whether that’s blended or Hyflex or whatever it means in this flexible student instruction environment that we are going to be in indefinitely into the future. And, we’ll share this PowerPoint presentation out so you can see the exact numbers if they’re of interest but we definitely have goals in there of moving the number of participants up and the number of offerings up over this year, or over a two year measurement period.

The final two bullets have to do more with infrastructure and again recognizing we’re going to be in this stance moving forward and needing to, if I could say, like in March, the word triage had been used; we quickly moved into a remote stance, we had Zoom licenses, we got comfortable with Zoom. We haven’t taken a moment...as for example, is Zoom the best technology for conferencing moving forward? So, asking that question of ourselves, of the technologies we have, so testing all of these technologies we have, and saying is this the best for the future for us to conduct our business affairs within the College.

The last bullet, for example, we want to get back on campus, but you know what, we anticipate that maybe we’ll have 8 students on campus and 12 students remote. We need classrooms to be able to do that. And, so that bullet, as for example, we better test it this year. We better find out what the right combination of technology is. What do faculty prefer to operate in and then figure out how do we fund it. How does, can ITS support it? So, these are all the metrics we would use to make sure that we are just not saying, “oh we’re going to resource and professional develop so we can do this support, flexible learning and strengthen our resources into the future” but we’re actually going to pull it off. So that was the first goal and objective we identified coming out of Cabinet.

Next, the second theme, you may recall, in our Strategic Plan was very much about workforce. Specifically, it was called “Strengthen our Regions Economic Future: Teach and Train for a Brighter Tomorrow” Cabinet landed on “Expand Workforce Development in Emerging and Innovative Fields” which sounds wishy-washy until you get why that goal...because the objective that was underneath that goal, that Cabinet really focused on, was identifying response to evolving business industry and cultural trends and community needs. And what Cabinet was locking onto was “Identifying, Respond to Evolving Business and Industry trends...hard

stop” When this plan was being written, unemployment in the Hudson Valley was at 3%. When I made these PowerPoint slides, it was at 14%. That’s what we need to respond to here. So, Cabinet really locked in on this objective and said, you know, there is an urgency to choose this objective and respond to this one because the employment situation has changed. Our brighter tomorrow has become responding to, I don’t want to say simply putting people back to work, but we become part of the constellation of getting the Hudson Valley and Orange County back up on its feet. So, this would activate on our campus, some things that are already activated: WISO, you’ll recall is that “Workforce Innovation SUNY Orange”; CAPE, our none credit unit; you’ve seen AALT before and specifically we’re calling out our health professions academic division; our Business Department, that’s the academic department of Business; Computer Science and Technologies, that’s the academic department not ITS; the director of Educational Partnerships, that is the unit in Academic Affairs that you might most closely associate with overseeing CCHS and articulation agreements, but also develops relationships with BOCES; and other entities, where those pathways to workforce and collaborations can be made, CTEA, oh heavens to Murgatroyd, I can’t remember what it stands for, but it’s the Perkins grant, it’s our workforce grant that we’ve historically used for buying equipment for our applied programs and funding sometimes like non-traditional students in applied programs. But the idea of that’s another grant office, that’s another Madeline Torres-Diaz oversight area that needs to be activated. You see the Center for Teaching and Learning again, and we were in Cabinet, and I know Dawn may still be on the line and Dawn said you better put the Foundation in there. I’m like Dawn, you have to do things, the Foundation is a collaborating...she’s like put the Foundation in there. So, Foundation made the list Dawn, you’re on the hook now, we made it to the board meeting, so, you’re on the list. And, our Shared Governance collaborators as we said, you’ll always see PB and APC stands for the Academic Policy Committee because we are choosing to accelerate and call out this objective, this may also call some questions about if we start putting students in a pipeline to get back to work on the non-credit side. This may call some questions fairly quickly about are there ways to capture that non-credit work and does it fit into any of our credit programs. Maybe not. But, if it does, we may have to look at our Academic Policy fairly quickly and make sure that if students can be attracted to stay in higher education and work toward an associate degree or a certificate that we don’t put the burden on them to figure it out but we can ease their pathways....if they’re earning the credit, why would we get in their way.

In terms of metrics, again for your consideration, the first two are tied to WISO. Our plans in Tower, in that commercial kitchen, got waylaid by COVID because they couldn’t do the work that we contracted with them

to do. Everything got pushed about 5 or 6 months back so at this point we are on track to have their conceptual deliverables in December and with the hopes of them being able to act on their concepts, if we favor them as soon as May, we've got money queued up waiting to use on this. And, as I've mentioned before, some exciting ideas now that we're addressing 14% unemployment in hospitality, maybe even higher in hospitality, it is higher in hospitality and food and beverage....could be some first of its kind in the state sort of programs that are very exciting. So, putting them...actually getting them rolling by the end of spring.

The next bullet and actually I think the rest of the bullets... a tip of the cap to Dr. Hackman with her workforce development part of Academic Affairs hat on as she's put, I think, some very aggressive and ambitious numbers to the number of students and number of offerings that she would make sure that non-credit is putting out particularly for industry in response to this. So, that, those are the metrics that we would hold ourselves to, to make sure we're delivering on this identified objective and goals.

And, finally, the third strategic theme, you will probably recall, this is the one that "Sustain and Invigorate our Planned Future: Reimagine Human, Financial and Physical Resources" Cabinet identified the first goal that fell under that third theme which was improve the effectiveness of our human resources to achieve holistic student centered outcomes and enhance the student and employee experience." Excellent. But, specifically, what they lasered in on, the objective "Foster a Culture of Collaboration, Communication and Civility within and among departments as well as between campuses. Now, the board may be looking at the overall theme and saying "hey, you guys, shouldn't you be looking at the word fiscal, financial in that theme" and what I would want the trustees to know is, you know that communication is a recurring theme internally on our campus, that communication is often brought up as one of our least...the things that we should be least proud of internally, one of the things that we have to work on the most internally. And, Cabinet conversation, I think was very in tuned with....and now it's just gotten that much harder....because we don't have our campus community in Middletown and in Newburgh. We are disbursed, not only across Orange County, but in our homes across many counties across the region, and even in Lafia if you want to count where all of our employees are right now. And, if we are to be successful, if we are to be successful, in our 2020-2025 strategic plan, we better get our house in order on communications because it's going to be that much harder to deliver a Strategic Plan if we don't take care of communication, collaboration and civility up front. And that's why this was identified. So, I understand why this was selected and I support why it was selected. So, we would ask everybody, everybody, in our College community to get involved on

this one. But specifically, put the ownership of delivery on Cabinet's help; on our chief diversity officer, there is a search going on right now for a replacement CDO, it would be a part-time individual; our communication officer, that's Mike Albright; once again the Center for Teaching and Learning hits the tri-vector there; Human Resources; we need our Department Chairs; all leadership, anyone who carries the director title, assistant director title; and on the student side, look to the Center for Student Engagement...Student involvement, that's what the I is, to help us with communication and Shared Governance, PB as always, Executive Committee as the leadership group of Shared Governance has a role to play, but we will also look to the Committee on Institutional Diversity and Equity and also, the Social committee probably has a role to play here as we improve on communication.

How do you measure that? So, this is very survey driven and we have a number of surveys that we have taken over time, so I don't have numbers here. If this, you know, if you give us until October here, we might be able to tease out some questions that we've asked in the past. But, SUNY system has in the past issued Student and Staff opinion surveys and Campus Climate surveys so we have that history of many years of those two surveys that we can look back and look at trend data to help us understand where we are in communications. The Cleary report, you probably know, is a required federal crime report so we can look at our trends on that as an indication of civility. CCSSE, usually called Cessey, that one we are definitely giving this year, I know, giving it in spring. That is a community college survey on the student engagement so that is very student focused and that definitely has call-out questions on how engaged are students with what's going on on campus and gets at some of these communication issues and how well they know about what's going on on campus. And then any place where we find that they're holes with these surveys, we can certainly create a survey with Christine Work or anyone else suitable to the task and get after some of these communications.

So, that is the work we did at Cabinet. So, once again, those are the three objectives that we pulled out, that we believe are most important this year and lead to a strong institution into the future. And, what I would recommend to the board is that the College can get after this immediately but we can ice this with you in October to give you the opportunity to respond to the metrics if you want to take a few weeks to look at them and give feedback. That also gives me time again that time to interact with Shared Governance and others. I would suggest that we do a check-in with the board in February that would be more, you know, more verbal, more qualitative about our progress. In the summer...we don't want to lose track of that entire plan, we've got a 5 year plan and we do owe you, trustees...we do owe you a full implementation plan, we do owe you a full

set of metrics. And I'm just saying Summer because I don't see any let up on a lot of the matters before us in firefighting right now. So, just saying, summer, if it pleases the board to do a full workup of our full 5-year plan, because we'd still have 4 years to run it out. And, at this meeting next year, September 2021, we would show you how we did it with our first year. And that's the proposal to you at this time and I am pleased that in the middle of everything else, we got this going to. It's a healthy institution that charges forward, has its eyes on something else, other than saliva in a tube. So, I welcome questions and feedback at this time.

Chair Watson: Dr. Young, my only comment is heavy on the documentation side. I know I've said it to you before, but we want to document everything we're doing in pursuit of achieving our objectives. Let's just make sure our documentation is tight.

Dr. Young: Yes.

Trustee Hannes: I think this is an outstanding adaptation, given the Strategic Plan, zeroing in, really drilling in to what is crucial at this point to keep the College going, to keep students coming, to meet the needs of the community. You have adapted this beautifully...your team has adapted this beautifully.

Dr. Young: You've really got to credit Cabinet.

Trustee Weddell: I'm very glad to see the time that you've spent to get this pulled together and what you have already thought about. Very good. Very good. I mean, I know it's very time-consuming and it takes a lot of work to figure this out but you're getting there, and it really is very encouraging, very encouraging.

Dr. Young: Thank you.

Chair Watson: Any other questions or comments? If there are none, we'll continue on with our agenda. Next order of business...is there anyone? Did I miss someone? Okay, next order of business is old business and Trustee Weddell, I know we haven't had any meetings for the Enrollment Task force but did not know if you wanted to comment.

IV: OLD BUSINESS

Trustee Weddell: Yeah, I don't know if it's old business or new business at this point, cuz we never really got kicked off and really go going. But I would really like to put together a meeting before our next board meeting, specifically with Dr. Young, with Trustee Watson, with Gerianne Brusati and with Paul Basinski, to kind of set up what we want to do with this enrollment task

force. Now, I see it as this is a golden opportunity with the COVID and all the things with the technology and with this, the new business plan. I see this as a golden opportunity to really lock in and find new students and new ways to attract students and I want to really, want to, brainstorm on it as an initial committee. And, you know, actually Jacques, I'd like you to be on this committee as well, because you're a student and I would like to get some of your feedback on this to really grasp what we could do to potentially attract new students for the future and ongoing future. Again, I think this is, I mean, I'm beyond COVID, we've got to look forward and see how we can capitalize on COVID and make it happen for the community college. So, I'd like to get together. Gerianne, if you could set up a Zoom meeting with us so we can sort of set up what the ground rules and what we really want to accomplish here and who we need to include other than the names I mentioned. You know and I want Shared Governance in this so I'd really like Paul Basinski, if he would join us on that, at least to start to get some collective ideas, if that would be alright with everybody. Does that sound alright with everybody?

All responded yes.

And I know, Gerianne, you've been working diligently with the enrollment and I know you have some kind of update for us. Are you ready to give us the good news, the bad news, whatever news it is?

VP Brusati:

Sure. I don't have...we're not going to do another PowerPoint. I have just a few bullets.

So, our freeze data, which is the data that we capture 3 weeks after the term starts, our freeze was yesterday. Our headcount is down 7.8%, better than we expected...less than we anticipated. That reflects as 380 students. Interesting enough, our FTE is a little bit...it's down but less than almost 8%. It's 6.4%. And, we had...it's curious, every semester we look at how many credits students are taking. So, our full-time students are taking almost 14 credits a semester, which is...it's been creeping up, you know 13.8 or something like that. But it's been creeping up, even in this environment. And, when I looked at full-time versus part-time it's the same as last year, 54% of the students are full-time. So, what that says to me is the students who are invested in their education...their goal is to get to the finish line. So, that felt good. In terms of first-time students, we actually have 76 more students than we had last fall, so surprised...a little bit of a surprise too. It's likely that some of those students made last minute decisions to stay at...you know...once they found out that their 4-year school was going remote to stay...to start at the community college and I suspect that if their experience is a positive one we could certainly keep those students through this year and possibly even longer. So, that's the hope there. We saw fewer transfer students than we did last year and

that I equate to changes that happened because of COVID that allowed students to not be penalized for withdrawing from classes or dropping classes late in the semester and not being penalized in terms of their financial aid for that. The other thing that is a reality is I'm sure, every college was trying to hang onto every student they had in lots of different ways. So, that's where we are.

I should say that we did a few things differently this year, that will impact...are worth considering when we think about the financial well-being of the institution. For the first time, in a long time, we allowed students who had balances to stay enrolled. And, our commitment now is to help those students between financial aid and scholarships and everything else that they have to make sure that they have handled their financial responsibility to the College in anticipation of continuing into the spring. So, that's what I have for you tonight.

Trustee Weddell: Gerianne, the 76 new students, what percentage of that, these students, of an increase is that?

VP Brusati: It's 6.6%.

Trustee Weddell: 6%. Okay. Very cool.

VP Brusati: And, I have to throw in a pitch for a lot of the folks on my team, particularly. All of this was done remotely. We registered 1,488 students that all met with an advisor online in a way that we had never anticipated it before. We also helped those students to register themselves and, in the past, they would've had to...kind of...Jacques knows...like follow from office to office to office to get it all done. And that speaks well of the commitment on the part of the students but also some of the support they got from Student Services, their advisors, etc.

Trustee Weddell: Let me ask you this question, Gerianne, was that a better system than we had before? The remote system?

VP Brusati: I have to tell you Tom; I think we're going to see some good things come out of a pretty bad situation. It's very labor intensive because it's having a zoom with 20 people who you've never met before and helping them try to talk with each other and then breaking them out into smaller groups so they can meet with an advisor. So, it takes a lot of people to make that happen and make it look easy. But we now have virtual advising set up and virtual admissions set up. So, what we're finding is that in the past students had to juggle being on campus, when they were on campus, when their classes were and now, they're logging on and advisers are seeing students all day. So, that's a good thing. I think we've become more

available in a strange way to students then might have been the case before.

Trustee Weddell: Sure, sure. No, I'm thinking it's going to be part of your future, for sure that's what's going to happen more and more.

Chair Watson: Gerianne, compliments to you and the entire team but you've moved the bar very high. Now, we're going to have expectations for our next meeting. Compliments.

VP Brusati: Now, we have to...we've gotten them here, and you know, I have to be...like in total honesty here. We had some boggles...we were driving a lot of students to communicate with us via email only. Email is not the best way to communicate with people. It's slow and you don't always get the answer when you want when you need it. So, having more virtual...having chats, having some virtual opportunities to actually see a person and meet with them. I know there are students who are probably distressed that they can't stop by the Shepard Center or Kaplan Hall and ask a question when the spirit moves them.

Trustee Stanley: I just want to piggy-back on Mrs. Brusati. It has been quite frustrating just registering but we have, like I said, we have, you have hired ...the trustees, we have hired a very good staff member who has been able to help me and other students when they came down to registering. It was very frustrating. I didn't know what sort of courses that I needed to basically graduate, but to sit down one on one. And, sometimes even when a fellow, one of my students got really frustrated, I was able to redirect them to a certain counselor who is very tuned into what particular subject area and subject matter that they needed for gradation. So, like, you've done a tremendous, like our staff is amazing. And, another thing, too with IT, IT is amazing, the director of IT, whoever you are, and well Mike Albright, been doing a very good job over the summer. Sometimes things go down and we're very frustrated, but we get the updates and that's what we want as students, we want to be updated like "hey, is class going to be held today or not? What do we need for our next you know course study? Or, what...can we go over this on our own and then pick up on it whenever whatever issue it is has been resolved. Because we do have professors who do partake in Zoom and they're at home and sometimes their internet goes down and it's nothing to do with the College itself. And, so it's been very, very how should I say, very understanding, how well everything's been put together, it's been very comfortable...not comfortable but transition wise it's better than what I would expect. Because a lot of fellow classmates, former classmates, on Facebook, they condemn, they don't want any part of it, they don't want to be charged any extra fees that they're not going to be...or amenities that they're not going to be able to use. But, with the system that you have presented and

everything that I've experienced so far, we have exceeded the bar and I expect us to continue.....hmmm, to land on the moon! Yes, exactly.

VP Brusati: We need all the positive....we can muster to keep going, absolutely.

Trustee Stanley: Great job.

Chair Watson: We thank Trustee Weddell for his leadership on the Enrollment Task Force. We'll see that that meeting is scheduled, and we all get together and get things moving again.

V. NEW BUSINESS

Chair Watson: Trustees, is there any new business?
Hearing none, we'll move on next to the Chairman's comments.

VI. CHAIRMAN'S COMMENTS

First, I would like to thank all the trustees for their commitment over the past 5-6 months. It's been amazing the amount of time that you've spent, your commitment and volunteering...a tremendous experience to have you so available where we were meeting each week. You were staying abreast of what was happening through the pandemic and I just want to thank each of you for that. I know that we are diminished as a board of trustees only in numbers and the talent of trustees that we have but we seem to always meet, get things done, everyone seems to be engaged, and I appreciate that.

Next comment I would like to say, when you voted for the Consent Agenda tonight, you agreed that I would be your Chair for another year and I just wanted to thank all the trustees for your confidence in me and belief in my leadership and also tell you that I don't take it lightly, I'm committed to this and I appreciate this third year in this current succession of years. And I know that we will have a leadership change next year; Trustee Martucci is tracking to move into the chair and I'm sure that he will do a tremendous job. But there's much work to do, it's a tremendous task ahead keeping our institution moving in a positive direction.

Compliments to whoever was involved with this Enrollment because it's really unbelievable. As we talked during the summer months, we were wondering how hurt this institution was going to be, but with the reports tonight on Strategic planning, all the reports that were given on the emergency management team. I become more and more confident all the time that this institution is moving in a positive direction so thank everyone for all of their efforts.

Next, committees. Trustees, you received in your meeting and board packet the committee assignments. I just want to go over them briefly. There were a few changes. Academic Programs and Services committee, we've asked Trustee Vacca to chair and we thank Trustee Murphy for continuing on in a capacity to help with the transition of Academic programs. Next, Audit and Finance, basically there's no change to Audit and Finance. Governance and Nominating Committee will remain the same. Tom Hunter. We have Flo Hannes on that committee. Basically, it's staying the same as well. President's Performance Review and Compensation Committee, the committee is going to remain the same, Trustee Martucci and Trustee Hunter. And Policy Task Force is another area where we have some change. We've asked Trustee Hannes to head Policy Task Force. Trustee Hunter and myself, we will round out that committee and we'll also have representatives from the Administration. There is going to be a change with College Association representative, Trustee Hunter is going to fill that spot and of course, I will attend those meetings as well. And we've asked Trustee Martucci to revisit his experiences on the Foundation Board. We've asked him to be the trustee representative for the remainder of this year. So, with that, that rounds out our committees.

Next area that I would like to comment on is, I'm sure that each of you has received, from Secretary Murray, that ACCT Leadership Conference is going to take place October 5 – 8. To my knowledge, no one has agreed to sit in on this virtual experience. I just wanted to remind you of that and ask that you give it some consideration if you're interested please let myself or Secretary Murray know that you would like to participate in ACCT's annual event.

Before I close, I would just like to say, I'm excited about the Title V grant. This institution continues to amaze me, how we can get those kinds of grades and be awarded that kind of grant in the midst of all of this taking place. But it's a proud moment for us. Notwithstanding what's happening in our communities at large, that we can be successful in serving an under-served part of our population even better. I talked to Dr. Young at great length. All of you know that we have lost our CDO, Lorraine Janove has moved on. I think she's gone to Cortland, but I do have a commitment from Dr. Young that we would re-visit the position of Chief Diversity Officer and that we would be paying some attention to that in short order. And I'm grateful for her leadership in that area as well.

So, that concludes my comments for this evening. Getting back to our agenda, let's move quickly to our committee reports. I know we may or may not have committee reports from some of these. Academic and student Services no report tonight. Trustee Vacca, we'll look for a report from you in November and you're scheduled for a meeting in October.

Audit and Finance, Trustee Weddell, we did have a rather spirited meeting this evening, you're up.

VII. COMMITTEE REPORTS:

Audit and Finance Committee: Trustee Weddell

Trustee Weddell: Alright, so we did meet this evening and we're continuing to work with our year end numbers as well as the new budget that we have for the upcoming school year here. It's been tough with all of the, you know that lack of enrollment and the...by the state. However, I think we've come to a good place with our budget right at the moment. I think we've got it sort of sorted out what we're going to do and what we're going to need to do. Everything is well, in good order, I think. It took awhile to get there and I thank Paul Martland for his...and Agnes's help in getting all of those numbers together for us, almost on a weekly basis for the most part for us to review and see where we're going. But they did a good job and I think we got it in good order Chair.

Chairman Watson: Okay, we thank you for that report. Trustees, any questions on Audit and Finance? If there are none, we're not up for Governance and Nominating committee. Policy Committee, Trustee Vacca attended our meeting tonight. Bill would you like to...

Policy Committee: Trustee Vacca

Trustee Vacca: Fred, we had a meeting back in July. We had a meeting tonight as well. Back in July, though, we talked...Mike Albright...we had some, we had 2 policies: 3.5 and 6.13 that in some way shape or form both addressed the drug-free college program and he was going to take a look at those and meld those into one. He's done that. He'll be sending a draft of that new policy change out to all the trustees and hopefully we'll be able to vote on that in October after we've had a chance to look at it.

Back in July, I had asked Iris Martinez-Davis to look into the law firm to see about looking at all of our policies, not just the new ones that we were merging together but to make sure that we were doing the right thing with what our policies were addressing. She got a firm out of Syracuse which was Estabrook or excuse me Hancock and Estabrook. We have a contract with them that started July 23. She touched base with them a couple weeks ago, but again with the COVID-19 and everything else, they've started some work, but they haven't really delved into it, to any great detail, but that will continue. So, that's all that I have to report this evening.

Chair Watson: Thank you for that report. We'll look forward to further interactions with the law firm. I know the committee is excited about finally getting an outside legal entity to take a look at the policies that we are working with. That will be a good thing.

Alright, no other committee will be reporting tonight. President's Performance...let me ask Trustee Martucci, do you have a report that you would like to give on the President's Performance.

PRESIDENT'S PERFORMANCE REVIEW AND COMPENSATION COMMITTEE:
(Trustee Martucci)

Trustee Martucci: I'd like to just give a quick report regarding the President's Academic Year 2019-2020. Her performance evaluation has been reviewed by the committee and presented to her. And, again, due to the pandemic, there were a lot of exciting and energetic goals that kind of got put on hold because of you know what we've been dealing with at the College with the Pandemic. And again, throughout the pandemic, Dr. Young's performance has been exceptional. She's led her team and made decisions with two goals in mind: preserving the health and safety of the college community and offering academics with integrity. And, we are extremely, extremely grateful and are truly inspired by her leadership and she did an outstanding job. And, just again, one note to remind everybody, during this academic year coming up, Dr. Young has volunteered to reduce her salary by 10%. And, again, we're very happy with her performance and she did an outstanding job, her and her team, bringing this pandemic initiative and addressing all the issues and emergency situations, extremely exceptional.

Chair Watson: Thank you for that report. Dr. Young also represented us on the state level in regard to the pandemic, on the local level. So, we appreciate all her additional work outside of the work that she has to do for our community college. She represents us well. We definitely appreciate her efforts as well.

Next section on the agenda and I believe we have one reservation under Comments from the Public and hopefully Michelle Tubbs continues to be with us. We've gone a little long tonight, so Michelle are you there?

Mr. Basinski: Chairman Watson she is not. Michelle had to leave but she requested that I share her brief faculty council of community college's report, if I may?

Chairman Watson: You may sir, go right ahead.

Mr. Basinski: Very good.

VIII. COMMENTS FROM THE PUBLIC:

Michelle Tubbs will be serving as our campus delegate to the Faculty Council again this year and Katie Sinsabaugh, of the Ed Department will again be serving as alternate delegate. Michelle serves on the Faculty Council Governance committee. Dr. Sinsabaugh serves on the Academic and Student Affairs committee.

The main item I have to report via Michelle on the Faculty Council, involves the appointment of Chancellor Malatras. As many Faculty, Staff, Administrators and constituent groups within the SUNY system know, the Faculty Council is extremely disappointed in the SUNY board's decision to appoint its 14th chancellor without conducting a national search. This decision ignores the success of past transparent and open searches that demonstrate shared governance and goes against many diversity, equity and inclusion initiatives the SUNY board has recently created and supported. The SUNY Faculty Council in conjunction with the SUNY University Faculty Senate and SUNY Student Assembly passed a resolution on August 21st that expresses a vote of no confidence in the politically appointed members of the SUNY board of trustees, 15 of 18 board members.

Michelle would like to clarify that our disappointment and frustration are with the process of appointment, not the individual appointed. Our feelings regarding him are still to be determined. And the Faculty Council has requested that each shared governance body at the 30 community colleges endorse the resolution. It will be presented to our assembly by Professor Tubbs next Monday for potential endorsement.

And, finally, Michelle references upcoming FC events which this Friday will be a campus governance leaders' workshop where I will participate with many other from around the state dealing with a number of SUNY Initiatives.

Thank you, trustees, for your consideration.

Chairman Watson: We thank you for giving us that report and we thank Michelle.

IX. BOARD DISCUSSIONS:

If there are no other comments from the public, we will move on to board discussion. Trustees, this is your opportunity to bring up topics that are concerning to you or make whatever comments for the good of the college you wish.

Hearing no board discussions, the Chair would like to entertain a motion for Executive Session. Items to be discussed in the Executive Session are collective negotiations pursuant to Article 14 of the Civil Service law. Is there a motion?

Trustee Weddell: So moved.

Trustee Hannes: Second

X. EXECUTIVE SESSION

Chairman Watson: It's been moved, Trustee Weddell, second Trustee Hannes that we move to Executive Session to consider matters under Article 14 of the law.
All in favor: All, yes. All opposed: None

Once we leave Executive Session, we will come back to this meeting format and location and adjourn the meeting. Those of you who wish to stay on, it's fine to do so, there won't be business that takes place after except formal adjournment. So, Secretary Murray, we are prepared to move to Executive Session.

Secretary Murray: Yes, we are. Did you want to say something Kris, sorry.

Dr. Young: Yes, I was just going to recommend to Chair Watson that all 3 vice presidents be admitted given the nature of the conversation. And our Attorney will be contacted and asked into the session as well.

Secretary Murray: Okay, I'm opening up the rooms. You'll all be moving into your breakout session.

Trustees entered into Executive Session at 7:35 PM

Trustees reentered the board meeting at 8:40 PM

XI. BOARD ADJOURNMENT:

Chair Watson: Please note that we lost Sister Peggy on the return to the adjournment portion of this meeting and we are done to 7 trustees. Chair entertains a motion to adjourn the meeting.

Trustee Hunter: So moved.

Trustee Martucci: Seconded

Meeting Adjourned at 8:41 PM

Respectively Transcribed and Submitted, October 13, 2020

Carol A. Murray