RACSA Spring Meeting – April 11 - 12, 2019

Thursday, April 11, 2019

**Welcome** - - RACSA Chair -Jennifer Brannen, VPSA Middle Georgia State University

**Opening Remarks** – Gina Sheeks, VPSA, Columbus State University and President Chris Markwood, CSU (Student Development Theory taught to faculty in required one-year faculty orientation course. Remove statements “academic” or “student affairs side of the house.” Rather put our barriers aside

**Introductions:** Tomas Jimenez – Georgia Gwinnett College; K.C. White – Kennesaw State; Scott Wallace – Augusta University; Georj Lewis – Georgia Southern; Laura Boren – Georgia Southwestern; Vince Miller – Valdosta State; John Delaney – North Georgia; absent – Georgia Tech; Allison Calhoun-Brown – Georgia State; Jodi Johnson – Dalton State; Victor Wilson - UGA; Jesse Kane – Fort Valley State; Rodney Carr – Valdosta State; Gina Sheeks – Columbus State; Jason Umfress – Coastal Georgia; Carl Walton – Savannah State; Shawn Brooks – Georgia College; Kimberly Grimes-Soloman – Atlanta Metro; absent – ABAC; absent – South Georgia State; Joyce Jones – USG; Jennifer Brannon- Middle Georgia State University; Scot Lingrell – Georgia Southern; Todd Jones – Georgia Highlands; absent – East Georgia; Gina Sheeks – Columbus State; John Head – Gordon State College; Shakeer Abdullah – VPSA at Clayton State; Patrice Jackson – Albany State.

**Approval of Fall Minutes:** Todd Jones – motioned to accept Fall minutes. Seconded by Georj Lewis. Approved unanimously.

**Dr. Tristan Denley** – USG Academic Affairs Update

Transition from Momentum Year to Momentum Approach. Momentum Year was to establish pillars and now we are in ongoing work to weave in approaches and have measurable indicators to ensure we continue to make progress. Also looking for ways to more broadly apply philosophy across the entire student experience. Study abroad, career preparation and experiences, financial aid “know more, borrow less”, living-learning community and residence life through lens of momentum approach. How can we add technology to help with our processes of predicting student success and measuring student achievement.

Know More, Borrow Less – want to make sure students and families are informed. Looking to shift a culture of maxing out loans for personal purchases. More institutions are looking to establish Gap Funds to help students meet their financial obligation without over borrowing.

**1:15 pm - VPSA Submitted Topics for Discussion**

**Supporting Momentum Year – All**
- Kennesaw State has created living-learning communities for exploratory students
- MGSU mentioned challenge with getting faculty to partner with housing for true living-learning communities. JJ mentioned comments have been shared from RAC-Housing to Dr. Denley.
- Fort Valley has been actively part of the implementation. Also created a first-year residential experience to mirror first-year seminar. All hands on deck on campus due to limited staff.
- Georgia Gwinnett has added career choice assessment in Orientation and worked to add a career readiness online course in D2L for students.
- Albany State trained all academic advisors to administer the career assessment and encourage students to take the assessment prior to orientation. If students do not complete it then they will at orientation. Created a week of welcome for new students only focused on mindset and belonging. Focus on students are equipped with success tools before first day of class.
- Gordon State also launching a week long Week of Welcome focusing on momentum year topics at Barnesville campus. Added a leadership academy as part of this. Only have a one-day summer orientation to creating this to supplement what is not at orientation. Linked to first-year course and develop relationship with student mentor in the class.
- Georgia Southwestern also implementing a week of welcome and linking to first-year course so they are getting course credit for their participation.
- Savannah State is looking to add a career fair during week of welcome for freshman to have students meet with employers to learn more about possible career opportunities
- Atlanta Metro worked to add more faculty in orientation process to help students learn expectations in the classroom and have positive connection with faculty expressing they are there to help students succeed.
- Georgia State is reorganizing website for students to see what student organizations tie with academics and encourage student membership in academic organizations
- Georgia Gwinnet is adding the co-curricular experience with academic pathways as a complement to 4 year academic progress.
- Dalton State is developing out service learning as partnership between academics and student affairs. Seeking engagement classification from Carnegie
- Clayton State has a “Below 2.0” in residence halls to identify 2nd semester students that need additional academic intervention and provide intentional support. More closely connect career services with exploratory student advisement.
- Valdosta State is implementing a first-year student Success Mentor program using both RAs and Orientation Leaders to help new students transition over the full academic year. Identifying those milestones that we expect students to accomplish throughout the year.
- West Georgia has a Wolfe Experience experiential curriculum that follows strategic plan and momentum year. Measured through OrgSync
- Georgia College GC Journeys is designed to help students follow an engagement path and measuring how students are accomplishing the milestones we expect.

Resiliency/Wellbeing Efforts
- How do we help our students cope with managing the stress or challenges they feel impacts their life in the stage of development our students are in? Are there experts that can help train our staff on supporting students with coping, early alerts, intervention?
- RAC Counselors and Health Services professionals are expressing that mental health continues to be a growing concern.
- QPR train the trainer offered this summer by USG. Recommend each institution have someone from Housing and DOS offices be trained as QPR Trainer.
- Parents are intervening in a student’s emotional landscape at critical development points in their lives. Parents step in and say that I don’t want pain, sadness, embarrassment, etc. to touch my student’s life. But students never learn how to manage these emotions on their own and how to progress forward. Need to help younger kids manage through this and prepare them for life.
- Need to adopt a multi-prong approach including wellness and BIT.
- Georgia Southern hosted a passion fatigue workshop for staff members.
- Dalton State put director of academic advising/early alert on BIT/Care Team
- How do we have students with Grit tell their stories of overcoming personal challenges to pursue their goals so other students can be motivated by their behavior?
- How can we utilize faculty and academic scholarship to create a program/certificate for academic mindset growth on this area? UGA in discussions.
- Be Well campaign on campus that touches on mental health, resilience, relationships, food insecurity, etc.
- Early Alerts are not the intervention. How do we create the care/success team to surround the student in response to the Early Alert to create appropriate interventions?
- How do we empower students to work through challenges with appropriate care instead of “Baby on Board” and “Everybody Gets a Trophy” mentality?
- Can we add this topic of discussion with Academic Affairs during the summer meeting to identify ways we can create a partnership to address this topic?
- Should there be a state-wide meeting on Wellbeing so we can share discussion and best practices around intervention and appropriately supporting students? How to treat the root of the issue.

Relationship/Meetings with Athletic Coaches
- DOS should have a point of contact in Athletics to meet with regularly and have a relationship with in order to ensure that services are available and that code of conduct is applied equally to all students.

3:00 pm Legal Update

Freedom of Expression – Brooke Bowen 706-247-5904
First Amendment is still the same as been in place as it has been for several hundred years. However there continues to be further guidance from Federal and State. First and foremost, we need to apply our policies consistently. However, we should not have a “gotcha” mentality.
GaSouthern incident had one off-campus person started the expression without permission but was joined by campus students and faculty that supported their message. In this scenario please treat it as a faculty/staff use of campus for free expression if they are the expression. Ask participants if they are a student, faculty, staff, student organization and follow policy instead of making assumptions of who the group is or who is there?

Campus Safety should not be front line intervention, they are there for back up. But administrators should be trained to intervene and have conversations with those gathering for free expression. Preferably staff should respond and address before elevate to VPSA. Lets identify ways speech can be allowed vs. not. Keep in mind you are going to be video taped. Keep sharing that we support free expression and positively discuss how we are happy to help navigate our policies.

In training role play to help put staff in situations where the policy may be challenged or require their interpretation on the spot and talk through how it should be handled. Integrated training with public safety and student affairs staff is helpful and valuable.

Also train your students throughout the year on what is Free Expression and right to it on campus and not wait until an incident happens on campus. Columbus State has a session incorporated at orientation. Purdue is also an example of implementing expression education during orientation. Offensive speech and hate speech is still protected speech no matter how much we may not want to hear it. Its not that the University supports one speech or the other... its that that University supports the right to free expression.

Our students see information online as to how University X handled a situation of offensive/hate speech and yet their University Y had a similar incident and it was not handled same way without regard to understanding the specific details of the incident, how their policies were applied, how the institutions code of conduct is written, etc. It may appear same on the surface but not the same when you dig into the details. Staff have also carried same sentiment as students and carry the problem forward. The USG is there to help each campus with the specific details and to apply their policies accurately.

How do we interpret situations where student organizations that are supported by departments want to organize an event that may be free expression yet we have a professional staff person that its part of their job to advise and support the organization? It needs to be a student led initiative and not an agenda of the staff person through the student group. Staff person should advise on the policy and procedures for having such an event within the established institutional guidelines.

Podcast: My Effing First Amendment

Turning Point USA is establishing student organizations on campus. Them and others are looking to challenge believes through speech on campus.
GA Senate Bill 339

President Trump’s Executive Order – narrative was conservative views are being shut down and colleges are trying to progress a liberal viewpoint. Know that is the nation-wide narrative. We recognize that USG institutions are content neutrality and we allow all expression. We need to be accurate at all levels of the organization and treat all the same under our policies.

Categories of Unprotected Speech – obscenity lacking any artistic, child porno, defamation liable and slander but not opinions, perjury-black male, immediate solicitations to commit crimes, immediate incitement to immanent lawless action, fighting words in person immediate and cause personal fight (social media is not tested in the courts), true threats targeted against an individual with definite plans and often repeated

Title IX and Student Conduct – Na’Tasha Webb-Prather emergency 404-520-3907 cell 470-382-8672 office 404-962-3255

Recap of discussion at Joint Meeting of DOS and Student Conduct Directors.

- A requirement for all institutions to contact the system director to notify and request for approval of interim measures. Give background information. Anything including a no-contact directive, change in housing, suspension for all conduct situations not just Title IX. However, campus leadership may need to act immediately on a situation and you cannot get in contact with USG immediately.

- If during an investigation you have a student on interim suspension but the facts of case identify the student may not be the threat to campus that was originally believed then interim measures may need to be lifted.

- For interim action a student must be given notice and an opportunity to respond to the incident before an interim measure is in place. But does not need to be a week – 24 hours may be appropriate. In some cases your conduct officer may need to meet with the student immediately (even at prison before student is released) to provide an opportunity for the student to be heard but knowing that they are an immediate threat and need to be suspended unless information from the hearing suggests differently.

- May need to have a hearing even if the student is not present in order to process the case after a student drops out or decides to transfer.

Appeal

- VPSA is level of appeal. Though the policy does not designate a timeline its important to review and offer a decision in an appropriate amount of time. This should not extend for several weeks. Know that VPSA is first level of appeal before moving to campus President then USG. There needs to be appropriate time for cases to be elevated on appeal if necessary.

Extension

- An extension of the process is allowable but not required to approve.

Proposed new Title IX Guidance: released from DOE for comment. USG submitted a single response gathered from campus feedback. Nothing has been finalized from Federal
Government and US Senate has discussed some components. NOTHING IN THE USG POLICY HAS CHANGED YET.

USG hosting ATIXA hearing officer/decision maker training and certification course at Georgia State on July 29-30. If you believe there are people on campus that can benefit from attending then please contact Na’Tasha.

5:30 pm END OF DAY 1

Friday, October 19, 2018

8:45 am - VPSA Submitted Topics for Discussion continued

Food Insecurity/Food Banks/Clothing Closets
- Clayton State has a University-wide committee on student safety net resources. Currently inventorying what resources including financial hardship, homelessness, etc. are offered on campus and putting together a web resource.
- UGA has a Financial Hardship website.
- Some institutions have multiple food/clothing closets but ask that all are registered with a single department so there is a record of all available resources to students on campus.

Relationships with Chief Diversity Officers
- Kennesaw State is hiring a position with direct report to the President and dotted line to Student Affairs, Human Resources, and Academic Affairs
- Middle Georgia has a Chief Diversity Officer reporting to Student Affairs with a dotted line report to the President. There is a Diversity Council made up mostly of faculty.
- NASPA put out a recent article on role of Chief Diversity Officers and Student Affairs
- Clayton State is establishing an Inclusion and Engagement plan together with HR, Academics, and Student Affairs. Likely to be a campus-wide committee.
- UNG hired first Chief Diversity Officer reporting to President Chief of Staff
- Georgia Gwinnet has an office of Diversity, Equity and Inclusion with Executive Director reporting to the President.
- Discussion on wanting the student diversity effort to be within Student Affairs but knowing that Chief Diversity Officer may not do direct student programming but may have an administrative focus on overall institution culture and staffing.
- Many campuses have individuals that serve in a chief diversity roles but are not titled as Chief Diversity Officer. These people are often asked to support and report on diversity issues or have input on campus policy and procedures.

Electric Scooters on Campus
- Georgia Southern has them on campus and in community. First semester had a significant number of injuries. Had to work with the company to reduce the speed of the scooters, changes to where to drive, and the newness of scooters faded there has been less issues. Scooters are not institution property but have given them permission to be there so work with institution legal office. Company has offered helmets. Can be an outside revenue source.
- UGA restricted the use of the scooters on sidewalks. Institution would confiscate the scooters and have more than 2000 in storage. This got the attention of the company to work with the institution. Newness has declined and so has student usage. City of Athens partnered with UGA to ban the use of scooters. Company has removed their scooters from UGA.
- City of Atlanta has put out a report in AJC on the issues and medical conditions associated with the scooters in Atlanta. Discussions on banning them from city.

Student Fee Committees
- Structures vary in how the fee allocation process is handled. Some institutions have a separate small and large allocation process that is administered differently throughout the year.
- Discussion of how many professionals are paid from activity fee funds instead of institutional fees. Continue to be a strong recommendation from USG to move staff to state funds if those positions are important to the operations of the institution and free up activity fee funds for programming.
- Discussion on whether student fee committee has the ability to not approve funding for salaries and how institutions are addressing this discussion with students.
- Refer to Board Policy 24.3.1
  https://www.usg.edu/business_procedures_manual/section24/C2050
- Several institutions are funding academic student programming (literary publications, band, etc.) from activity fees.

RAC-Learning Disability Updates
- Committee is working on a proposal for mandatory ADA training for all faculty and staff in USG.
- Can we get guidance from federal level on how to address service animal and emotional support animal accommodations?
- Some campuses limit service animals to academic spaces and emotional support to residence halls only.

Student Media as Student Employees?
- There is not a system update on compensation for student media positions

Housing and Student Development
- Looking for USG support of how we can educate Business Officers and Auxiliary Officers on how housing is important to retention, student growth, academic living communities,
positive relationship development, and engagement. Suggest the value proposition of living on campus

Emergency Campus Evacuations
- Recommendation from USG that each campus has an evacuation plan. Possibly housed in Bruce Holmes area. May need to identify this information on your campus or with USG and become familiar with the plan.
- Campuses should also have a business continuity plan for how to operate in the event of loss of power, technology, re-establishing services.
- Most campuses do not have a local evacuation plan for short term moving of students from the campus.
- GS Statesboro established a plan for local family reunification sites and support.

Financial Literacy
- Some institutions have a Financial Literacy program that are housed in different areas of campus. USG new initiative is placing the responsibility in Financial Aid.
- Georgia Highlands has an Adulting Series in Student Life
- UNG has a Student Money Management Center within Student Affairs
- Georgia Gwinnett has a student loan default manager and part of the responsibility of the position is to do educational programming.
- *Know More, Borrow Less* is new USG initiative offering electronic notification of how much total money is borrowed and estimated repayment amount after college to help inform on responsible borrowing. Also exploring changes to the award notification to be more informed. Helping to educate students on the requirement to repay loans and difference between loan and scholarship.
- Recommendation to offer context and education to students and parents on the information in order to prevent panic from borrowers.

System Updates – Joyce Jones
- Jim Conneely is new VPSA from University North Georgia joining us today.
- Joyce began with a rendition of *I Love the Microphone*, an original song she performed. A motion was offered to have karaoke as an evening activity at the Summer RACSA meeting. A second was not yet offered but Joyce has executive privilege so get your song choices ready!
- Margaret Mullens is new staff person in USG Student Affairs office to help with Study Abroad initiatives.
- September 20 is New Professionals Workshop. VPs and leadership are encouraged to present at Georgia College in the Fall. Possibly a panel on “Path to the Director, DOS, VPSA”
- September 27 is UGA Engage Conference
- September 23-35 is the Suicide Prevention and Mental Wellness Conference
- Student Health Insurance process has been moved out of USG Student Affairs to Human Resources.
- House Bill 218 was passed to extend HOPE from 7 years to 10 years beginning with Fall 2019.
- House Bill 444 referencing Dual Enrollment did not pass. Institutions should know that changes are still possible. In working with the Governor’s Office we expect administrative changes to the Dual Enrollment program in the very near future.
- June 26 is first Dual Enrollment Summit this summer. Working on presenting the data of students that stay at the institution, in the USG, or whether they leave GA for college.
- FAFSA is about to change due to changes to federal government tax return documentation. Financial Aid staff are aware and have received an invite to an online portal to make comments to the federal government by June 3.
- Cori Loftus is back in the office. If you need to make changes to the RAC Committee Staff representatives and listservs please work with Cori to provide updates.
- There is not a system update on compensation for student media positions.
- There is an ongoing discussion on tuition and fees for online students. John Seizmore with eCore is in discussion with Chancellor and USG Budget about tuition and fee.
- Upcoming USG Board meeting will review proposed changes to how ACT and SAT are being evaluated for admissions.

**Important Dates**

- Summer 2019 meeting – Lake Oconee July 15-16
- Fall 2019 meeting – GA Highlands in Cartesville
  - Oct 17-18 is best date proposed by the group.
- June 26 - Dual Enrollment Summit this summer
- September 20 – Student Affairs New Professionals Workshop.
- September 27 - UGA Engage Conference
- September 23-35 - Suicide Prevention and Mental Wellness Conference

**Announcements:**

- Thank you Gina and Columbus State for being a great host!
- NASPA/SACSA New Professionals Institution is June 8 – 13 in Charlotte, NC. Ideal for rising star new professionals. Please support recommending staff for this opportunity.
- Thanks to *Minnesota* Scot Lingrell and Georj Lewis for your time on RACSA. You are always welcome back to our meetings even though your new roles take you in a different area of responsibility.

**Meeting Adjournment** – Victor Wilson made a motion for adjournment; K.C. White seconded the motion; All were in favor. Meeting adjourned