

**Contact: Diana Gonzalez**

**MINUTES OF JANUARY 26, 2017 SUBCOMMITTEE MEETING**

**BOARD OF REGENTS, STATE OF IOWA  
CAMPUS SAFETY AND SECURITY SUBCOMMITTEE  
IOWA STATE UNIVERSITY, ALUMNI CENTER, UEHLNER CONFERENCE ROOM  
AMES, IOWA**

**SUBCOMMITTEE MEMBERS PRESENT**

Chair Regent Sherry Bates  
Vice Chair Regent Rachael Johnson  
University of Iowa Chief Diversity Officer and Associate Vice President Georgina Dodge  
(represented by Monique DiCarlo)  
Iowa State University Interim Assistant Vice President for Public Safety Aaron DeLashmutt  
University of Northern Iowa Interim Vice President for Student Services Jan Hanish (telephone)  
Iowa School for the Deaf Assistant Administrator John Cool

Chair Bates called the meeting to order at 12:40 PM.

**PURPOSE OF MEETING**

Chair Bates explained that the purpose of the meeting was to (1) discuss lab safety protocols at the universities; (2) discuss training conducted to deal with hate crimes on campus; (3) receive Title IX updates; (4) receive an update on the film project, "The Voiceless;" (5) receive an update on the Fall 2017 Campus Safety and Security Summit; and (6) discuss the 2016-2017 Work Plan.

**LAB SAFETY PROTOCOLS AT THE UNIVERSITIES**

ISU Assistant Vice President of Environmental Health and Safety David Inyang shared information about the Lab Safety Symposium that was sponsored by ISU. At the Symposium, core institutional safety values were identified, including that safety is everyone's responsibility. Next steps were identified, including the development of governance structures that actively promote safety. ISU reaches out to employers to stay current with their lab safety requirements and protocols.

UNI Associate Professor of Chemistry and Biochemistry Jeffrey Elbert reviewed the laboratory and research safety protocols at UNI. The overarching safety goals include (1) educating students in safety concepts and practices to best prepare them for careers post-graduation; and (2) creating a safety culture at UNI by continuous education and training. Professor Elbert pointed out that employers have singled out the focus on lab safety that UNI graduates possess.

SUI Director of Environmental Health and Safety Carol McGhan and Assistant Vice President for Research Compliance Heather Gipson-Cosier described the services provided by the Environmental Health and Safety Office in the areas of biological, chemical, occupational, and radiation safety. Direct services include chemical and radiation exposure monitoring, worksite hazard evaluations, workplace safety surveys, safety equipment selection, and disposal of hazardous chemical, radioactive, and infectious waste. The University's three strikes and out policy removes lab privileges for repeat infractions of lab safety.

## **CAMPUS TRAINING TO DEAL WITH HATE CRIMES**

UNI Chief Helen Haire indicated that training related to hate crimes is incorporated into other training that the public safety department undertakes.

ISU Interim Chief Aaron DeLashmutt described the ongoing training that the public safety department provides, including safe zone training; working with the community; multicultural liaison officers; and implicit bias training.

SUI Chief Scott Beckner indicated that their focus is on prevention and preparation. The department provides implicit bias training which is science focused. A new initiative is a student police academy which allows students to shadow the public safety officers at the university.

## **TITLE IX UPDATES**

ISU Title IX Coordinator and Equal Opportunity Officer Margo Foreman provided the following:

- The ISU Office of Equal Opportunity, a unit within VP Diversity and Inclusion, is currently searching for an associate director/senior deputy Title IX coordinator. The successful candidate will provide case management to all Title IX cases and be the compliance partner for sexual assault prevention on campus.
- ISU policies are proactive, emphasizing awareness, prevention, and responsible reporting.
- ISU has hired a Sexual Misconduct Prevention Coordinator in the Dean of Students Office. The focus is on education regarding safe relationships, consent, alcohol consumption, and bystander behavior.
- All students are required to undergo Title IX training every year.
- An increased focus for the Title IX Coordinator is co-chairing the Sexual Misconduct Prevention Committee. The charge is to identify an ISU brand for the prevention program and to embed the program into the culture of the campus. Identification of a prevention program vendor, training of facilitators, and the prevention training schedule are expected to be completed by Fall 2017. This is a collaborative effort which includes representation across campus and is co-chaired by the Sexual Misconduct Prevention Coordinator in the Dean of Students Office.
- In November 2016, ISU conducted a Critical Incident table top exercise allowing the Critical Incident Response Team (CIRT) to assess their ability to respond to campus safety threats.
- The Campus Climate Response Team (CCRT) was established in Summer 2016. The process for handling bias/safety concerns was developed and implemented in Fall 2016. The CCRT reports to the Vice President for Diversity and Inclusion and is jointly coordinated through the Office of Equal Opportunity and the Dean of Students Office. It serves as a university-wide strategy resource team that will develop and facilitate the implementation of appropriate responses to campus climate incidents affected the ISU community. The Leadership Team includes representatives from the Dean of Students Office, Multicultural Student Affairs, Provost's Office, ISU police department, Diversity and Inclusion Office, and the Office of Equal Opportunity.
- The Office of Equal Opportunity is currently assessing the online Title IX training program and is searching for a product that provides a platform to fit the learning styles, cultural considerations, and layering messaging needed by the campus community. The target date for a replacement training package is Fall 2017.

UNI Title IX Coordinator and Compliance Officer Leah Gutknecht provided the following:

- UNI provides training for civil rights investigators and online reporting of sexual misconduct.
- UNI's online policy on sexual misconduct, resulting in UNI's One Policy, One Procedure Model has been described as a best practice.
- UNI is currently conducting a pilot study of the culture of respect program developed by NASPA, including an evaluation of current efforts; a climate survey focused on sexual assault; and development of a strategic prevention plan using data from the climate survey.
- UNI's annual Compliance Seminar for administrators will be held in February 2017. This session provides updates on trends, policies, and procedures, and reviews case studies to provide deans, directors, and department heads with opportunities to develop responses to real-life scenarios of reports of discrimination, harassment, and sexual misconduct.

SUI Sexual Misconduct Response Coordinator Monique DiCarlo provided the following:

- Campus-Community teams with Title IX Officer liaison include the Anti-Violence Coalition; UI Clery Compliance Team; and Johnson County Coalition Against Domestic Violence.
- The UI Anti-Violence coalition meets monthly to discuss pertinent and timely issues regarding policies and procedures; education and training; and systems response.
- Recent Coalition projects include creating an education and training database; implementing a climate survey; revising five policies to include dating/domestic violence language; and providing professional in-service training.
- The UI Anti-Violence Plan for sexual misconduct, dating violence, and stalking was developed following the Speak Out Iowa campus climate survey in the fall.<sup>1</sup>
- Planned priorities for Spring 2017 include:
  - ⇒ Integrate primary prevention into employee sexual harassment prevention training programs (currently reviewing new online products and will update in-person training program).
  - ⇒ Share primary prevention education with community partners (downtown restaurant/bar staff).
  - ⇒ Work with Fraternity and Sorority Life student risk managers to identify protective environment strategies.
  - ⇒ Create/provide targeted education about and for specific populations (LGBTQIA, international students, etc.).
  - ⇒ Implement stalking awareness campaign.
  - ⇒ Create a centralized evaluation program for student prevention education.
  - ⇒ Identify new communication methods to message to students.
  - ⇒ Establish training criteria for new judicial administrators.
  - ⇒ Expand resources for survivors.
  - ⇒ Implement educational programs for sexual misconduct policy violators.

## **UPDATE ON FILM PROJECT**

UNI graduate student Vanessa Mcneal provided an update on the film "The Voiceless." It will be shown at the three universities on the following dates: March 28, 2017 at ISU (Great Hall); March 28, 2017 at SUI (Memorial Union Ballroom); April 5, 2017 at UNI (Gallagher Bluedorn). Everyone is invited to attend a screening.

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<sup>1</sup> <https://osmrc.uiowa.edu/anti-violence-plan>

### **CAMPUS SAFETY AND SECURITY SUMMIT UPDATE**

The theme of the Fall 2016 Summit was “Building Bridges with Partners.” Diana reported on the success of the Summit based on the feedback received from the participants. There were more than 250 participants; three keynote speakers; and 24 breakout sessions. Diana informed the Sub-Committee that the next Campus Safety and Security Summit will be held at ISU on Wednesday, November 1, 2017. Diana requested feedback about topics for the Summit.

### **2016-17 CAMPUS SAFETY AND SECURITY SUBCOMMITTEE WORK PLAN**

The Subcommittee will meet on the following date: Thursday, April 6, 2017 at the University of Northern Iowa (Cedar Falls). Diana asked the members to send her pertinent updates for the work plan.

Chair Bates adjourned the meeting at 3:30 PM.

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The corresponding docket memorandum for each agenda item, an integral component of the minutes, is available on the Board of Regents website at <http://www.iowaregents.edu>. Copies of these memoranda can also be obtained from the Board Office by calling 515-281-3934.