



**BOARD OF TRUSTEES  
CAMPUS LIFE COMMITTEE**

**REPORT SUMMARY**

**Date of Meeting:** October 16, 2020

**Date of Next Meeting:** February 5, 2021

**Committee Chair:** Danielle Troyan '92

**Committee Members:** Nick Abrams, Carlos Alcazar, John Bell '95, Chair Lex Birney, Alice Bonner '03, Fatima Bouzid '22, Peg Duchesne '77, President Tuajuanda Jordan

**Staff Members:** Kelsey Bush '94, Michael Dunn, Shana Meyer, Derek Young '02

**Dashboard Metrics**

N/A
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**Executive Summary**

**Discussion Items**

Student Affairs Introduction and Overview

Interim Vice President for Student Affairs Shana Meyer will provide an overview of the Student Affairs Division and discuss goals for the year.

Wellness Center Update

Laurie Scherer, Director of the Wellness Center, will present on Wellness Center activities during the pandemic, including her assessment of student physical and mental health needs.

Student Engagement

Derek Young, Interim Dean of Students / Executive Director of Student Life, will present on engaging students in an era of social distancing and pandemic concerns.

Student Trustee Report

Fatima Bouzid '22 will provide the Student Trustee Report.

**Information Items**

Office of Public Safety Consultant's Update

The College contracted Margolis Healy and Associates, a professional services firm specializing in safety, security, emergency preparedness, and regulatory compliance for all types of communities and workplaces, to conduct a public safety management study and a safety and security program assessment following incidents on campus during the 2019 academic year.

Inclusive Diversity, Equity, Access, and Accountability (IDEA2) Mission, Vision, and Goals

A synopsis of the mission, vision, and goals of Inclusive Diversity, Equity, Access, and Accountability (IDEA2) is provided. Through innovative programming and the coordination of initiatives and resources, IDEA2 will transform St. Mary's College of Maryland into a nationally recognized institution known for implementing inclusive and equitable practices to achieve academic and/or professional success for all campus community members.

**Action Item(s) related to specific strategic plan goals as appropriate:**

**II.A. Endorsement of the 2020 Performance Accountability Report**

The Performance Accountability Report is a report required by the State of Maryland that assesses the College's progress on a variety of goals and objectives, including academics, enrollment, retention and graduation, financial aid, and student outcomes. The report provides data on specific metrics as well as narrative describing strengths and challenges. Maryland law requires institutions to submit their PAR to the Maryland Higher Education Commission for review, and final submission to the Governor and General Assembly.

**II.B. Endorsement of the Revisions of the College's Sexual Harassment Policy and Procedures to Comply with New Federal Title IX Regulations**

Revisions to the College's policies and procedures prohibiting sexual harassment follow the Department of Education's release of the new federal Title IX regulations on May 6, 2020. The new regulations went into effect on August 14, 2020.

**II.C. Endorsement of the 2020 Cultural Diversity Report**

Each Maryland public college and university is required to develop and implement a plan for a program of cultural diversity. The Board approved report will be submitted to the Maryland Higher Education Commission, the agency responsible for monitoring the College's progress toward achieving the goals outlined in its plan and ensure compliance with the State's goals for higher education.



**BOARD OF TRUSTEES  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020**

**AGENDA**

**I. DISCUSSION ITEMS**

- A.** Introductions and Overviews: Student Affairs and Inclusive Diversity, Equity, Access, and Accountability
- B.** Wellness Center Update
- C.** Student Engagement
- D.** Student Trustee Report

**II. ACTION ITEMS**

- A.** Endorsement of 2020 Performance Accountability Report
- B.** Approval of Revisions to the Policy Against Sexual Harassment and the Grievance Process to Resolve Complaints of Sexual Harassment
- C.** Approval of the 2020 Cultural Diversity Report

**III. INFORMATION ITEMS**

- A.** Vice President for Student Affairs / Chief Diversity Officer Report
- B.** Office of Public Safety – Response to Consultant’s Report
- C.** Inclusive Diversity, Equity, Access, and Accountability (IDEA2) Mission, Vision, and Goals
- D.** Minutes (Meeting of May 15, 2020)

*The Committee does not expect to close any portion of this meeting.*

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
DISCUSSION ITEM I.B.  
WELLNESS CENTER UPDATE**

**Wellness Center**

The Wellness Center is staffed by a team of medical and mental health professionals to assist students in addressing their physical and mental health concerns. The Wellness Center utilizes an integrated treatment approach. Our multi-disciplinary team of clinicians works collaboratively to optimize students' wellness through seamless prevention and intervention. The Wellness Center values the privacy of students and the confidentiality of the personal and health information entrusted to us. Information is shared between services at the Wellness Center on a strict "need to know" basis.

Due to the COVID-19 pandemic, Chance Hall (home of the Wellness Center) is closed for most in-person services. Nevertheless, the Wellness Center is committed to continuing to provide counseling to students during this stressful time and assisting in the access of medical care as needed.

**• Overall staffing**

- Two office associates; two registered nurses (RNs) who are contracted through Aya Healthcare until November 20, 2020; four therapists; and one director (also a therapist).
  - We are currently advertising for a supervisory registered nurse position.
- To meet student demands for appointments, creative staffing and scheduling, such as:
  - Dual roles (therapist + other)
  - Triage days
  - Same day/next day appointments, groups, helpline, collaborations, and more.
  - Partnership with community counseling services
  - Guest therapist for specific Black, Indigenous and People of Color (BIPOC) healing group

**• COVID-19 Response**

- Free COVID-19 PCR nasal swab tests are available at the Wellness Center for students, faculty, staff.
  - All residential students were required to report a negative COVID-19 test before returning to campus.
- Daily Symptom Checker
  - Implemented in August.
  - Monitoring and responses are conducted daily by Wellness Center health staff.
- COVID-19 Surveillance Testing
  - The University of Maryland Pathology Associates (UMPA) has been contracted to provide testing materials and report results.
  - Scheduled for 3% of campus population for testing every two weeks

- Results are received in 48 hours. First round, all tests were negative.
- Contact Tracing / Collaboration with the St. Mary's County Health Department (SMCHD)
  - Utilizing information from the Daily Symptom Checker, reports from SMCHD, and reports from students/faculty/staff, we reach out to close contacts with positive cases and work with Residence Life to quarantine and isolate as required.
- NCAA Compliance
  - The Wellness Center is working with Athletics to ensure testing requirements for athletes are met.
- Dashboard updates are made Monday through Friday to provide transparent information regarding campus cases, isolation, testing, and quarantine

#### • Physical Health Services

- The Wellness Center offers no cost appointments (prescription and lab services may incur costs to student or insurance).
- Two fulltime staff RNs triage student concerns in person or over the phone.
- Over-the-counter medications are available for students
- Health services have been contracted for students at the MedStar Medical Group (MMG) Great Mills, Md office for in-person appointments. MMG does not charge our students a copay, and are scheduled through the Wellness Center.
- Medical appointments offered
  - Telehealth or in person at Great Mills MMG outpatient office
  - Sports physicals are offered
  - Transportation is provided by student drivers with safety precautions

#### • Mental Health Services & Concerns

- Counseling offered via Health Insurance Health Insurance Portability and Accountability Act (HIPAA) compliant Zoom by 4 therapists
  - Regular, no-cost ongoing therapy, as well as same day/next day urgent sessions are offered
  - Occasional in-person emergency sessions occur
  - A free 24/7 Counseling Helpline is available for students on and off campus
  - An on-call counselor assists in emergency situations
- Training and consultations are offered to student staff members as well as faculty and professional staff
- There is a high level of anxiety around COVID-19. Differing views on the seriousness of the pandemic contributes to a high level of impact on everyone.
- A significant level of mental health needs has been recognized at all colleges and universities.
  - Increasing numbers of students enter college with significant mental health needs
  - There is an expectation of comprehensive mental health support on campus
- Many factors are contributing to high anxiety and mental health needs. Intersectionality between COVID-19 fears, racial/ethnic experiences in our country, impact of polarized political climate, pre-existing significant mental health problems, and increased demand for immediate responses to mental health needs result in high demands on the staff.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
DISCUSSION ITEM I.D.  
STUDENT TRUSTEE REPORT**

St Mary's College of Maryland has been resilient and adaptive during these times of uncertainty. There has been preparation by students, faculty, and staff for this unprecedented school year. We are not perfect, but we are working close to it.

With students being remote, it has been a different experience for everyone on- and off-campus. As a remote student myself, a lot of classes have been difficult to follow at times and with Wi-Fi being unreliable too, it's easy to fall behind. However, professors have been more than willing to help and give extensions during these unpredictable times.

The Wellness Center is something that is a very important place on campus to me and other students. Having it at its highest potential for our students is a priority for me. With this being the case, I have been appointed by the Student Government Association (SGA) as the Chairperson of the Wellness Center Task Force.

Social media has been a way for students to speak on racial injustice in and out of St. Mary's. Just because our school is small does not mean we are cut off from the injustice the country is facing as the election closes in. Students having a space online is beneficial as they are aware they are not the only ones in these situations--although we don't want anyone to go through that.

This summer, a SMCM student appeared in a video making racist comments. St. Mary's was quick to reach out to students and get to work on the case immediately. Once the case was finished and the answer determined, students were not kept in the loop, creating worry that they might have to encounter this student on campus. A message regarding that student's case was sent on September 24, 2020, and it is public that the student in question is not enrolled at the College anymore. Many students felt this was long overdue, however, students now feel better about that situation. In addition, a pickup truck was crossing through campus slowly with political and Confederate flags. This situation was dealt with in a timely manner with signs being put up saying: "St. Mary's College of Maryland is open to Students, Employees, & Those Conducting College Business." The Office of Public Safety has also been on standby for students who can call and make them aware the pickup is on campus.

That's why this year, looking into the spring semester, one of my initiatives is to highlight inclusion and diversity by revamping World Carnival. Our campus is small but mighty. In an attempt to create a safe World Carnival event, I am looking into the usage of the entire campus as the "World" for the Carnival. On top of being a good use of space, this could help with social distancing.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
ACTION ITEM II. A.  
ENDORSEMENT OF THE 2020 PERFORMANCE ACCOUNTABILITY REPORT  
*(See Appendix A for Supporting Document)***

**RECOMMENDATION**

The Campus Life Committee recommends that the Board of Trustees approve the 2020 Performance Accountability Report for submission to the Maryland Higher Education Commission.

**RATIONALE**

The Performance Accountability Report (PAR) is a report required by the State of Maryland that assesses the College's progress on a variety of goals and objectives, including academics, enrollment, retention and graduation rates, financial aid, and student outcomes. The report provides data on specific metrics as well as narrative describing strengths and challenges. Maryland law requires institutions to submit their PAR to the Maryland Higher Education Commission for review, and final submission to the Governor and General Assembly.

**BOARD OF TRUSTEES  
ST. MARY’S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
ACTION ITEM II.B.  
APPROVAL OF REVISIONS TO THE POLICY AGAINST SEXUAL  
HARASSMENT AND THE GRIEVANCE PROCESS TO RESOLVE  
COMPLAINTS OF SEXUAL HARASSMENT  
(See Appendix B for Supporting Document)**

**RECOMMENDED ACTION**

The Campus Life Committee recommends approval by the Board of Trustees, St. Mary’s College of Maryland, of revisions to the College’s policies and procedures prohibiting sexual harassment.

**RATIONALE**

The proposed policy changes align with the Department of Education’s release of the new Federal Title IX regulations on May 6, 2020. The new regulations went into effect on August 14, 2020. The revised Policy Against Sexual Harassment “the Policy” (Appendix B), and the Grievance Process to Resolve Complaints of Sexual Harassment “the Procedures” (Appendix C).

A summary of the revisions follows:

The new regulations narrow the definition of conduct considered as sexual harassment prohibited by Title IX. The revised Policy prohibits other forms of sexual harassment, such as sexual exploitation. The College may still take action to address conduct that does not meet the new definition of sexual harassment. The College’s definition of consent remains the same.

The new regulations narrow schools’ jurisdiction to address sexual harassment under Title IX. However, the College applies the same policy and procedures to address both sexual harassment prohibited by Title IX and sexual harassment that may occur outside the scope of Title IX, such as incidents occurring off-campus or during study abroad.

Under the new regulations, the College must respond to sexual harassment if employees known as “Officials with Authority” are aware of the issue. In addition to this new definition, faculty, staff, and student employees like Residence Life staff must still report sexual harassment concerns to the Title IX Office. This structure has been in effect for several years, in which the same group of employees and student-employees had the same reporting requirement.

All colleges are now required to hold live hearings with direct cross-examination to adjudicate formal Title IX investigations. This is a significant change from our previous civil rights investigator model, in which well-trained investigators conducted a fair process, in accordance with due process, to investigate the allegations and reach a finding. Using best practices in the field, we will work to make sure that we conduct the new hearing and cross-examination process in a fair, sensitive, respectful, and trauma-informed way.



**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
ACTION ITEM II.C.  
APPROVAL OF THE 2020 CULTURAL DIVERSITY REPORT  
*(See Appendix C for Supporting Document)***

**RECOMMENDED ACTION**

The Campus Life Committee recommends approval by the Board of Trustees, St. Mary's College of Maryland, of the College's 2020 Cultural Diversity Report for submission to the Maryland Higher Education Commission.

**RATIONALE**

In accordance with §11-406 of the Education Article, the governing body of each Maryland public college and university is required to develop and implement a plan for a program of cultural diversity. These plans must be submitted to each institution's board by July 1. Further, statute requires that each institution submit, by September 1 of each year, a report to the Maryland Higher Education Commission (MHEC) summarizing institutional progress toward the implementation of its plan for cultural diversity. According to statute, the Commission must monitor each institution's progress toward achieving the goals outlined in its plan and ensure compliance with the State's goals for higher education. Additionally, the Commission is required to report its findings to the Senate Education, Health, and Environmental Affairs Committee; the Senate Budget and Taxation Committee; the House Appropriations Committee; and the House Committee on Ways and Means by December 1 of each year.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
INFORMATION ITEM III.A.  
VICE PRESIDENT FOR STUDENT AFFAIRS / CHIEF DIVERSITY OFFICER  
REPORT**

Vice President for Student Affairs

Fall of 2020 is a completely different experience than any of us could have ever expected a year ago. The Division of Student Affairs has been reorganized, interim leadership is in place, and nearly every aspect of our campus practices and responsibilities have been altered by COVID-19. What follows is a summary of the way in which the different departments in the division continue to meet student needs and work to remain connected and engaged with students throughout the Fall 2020 semester.

Shana Warkentine Meyer, the interim Vice President for Student Affairs, began on-campus duties August 13. Student mental and physical health are primary areas of focus, along with the need for new ways of engagement. We have increased our communications with students to address issues as they arise and have proactively met with students, faculty, and staff to help alleviate anxieties brought on by the pandemic and the unknown. We have worked very hard to address each of these challenges as they arose.

The Division of Student Affairs has two overarching goals for the year:

1. Amplify a student-centered, engaging, and transformative experience through co-curricular programs, diverse experiences, and support services.
2. Provide an exemplary student-centered Wellness model, focusing on physical health and mental health needs.

Chief Diversity Officer

Kelsey Bush joined St. Mary's College of Maryland in August 2020 to serve as the interim Chief Diversity Officer. Being an alumnus of the College affords Kelsey the opportunity to understand the unique and rich history and culture of our beloved community. Through the last iteration of Inclusive Diversity and Equity (IDE), the Board of Trustees and President Jordan have already acted on our *public* responsibility to have a diverse, equitable, inclusive, and accessible community where all can flourish and succeed. We now build on that commitment with the transition to IDEA2. We know institutionally we have clear challenges, but along with that clarity come great opportunities for innovative ways to establish a solid collaborative foundation to first support and then advance the institution toward its goals. We have not and will not shy away from diving into the campus thicket when these challenges and opportunities concerning diversity, equity, and inclusion-related issues arise. It is with that strong sense of community and resolve that the office steps into this new chapter as IDEA2: The Division of Inclusive Diversity, Equity, Access and Accountability.

During President Jordan's recent State of the College remarks, she said, "What we've learned over the years is that the job [Inclusive Diversity and Equity] is much too complex for a single individual to address with the sense of urgency we need. Given the depth of the issues we face here on campus and elsewhere, SMCM needs a different approach - one that incorporates a number of individuals with different yet complementary areas of expertise and who are familiar with our College, to help build a solid foundation, from which to grow our IDE efforts."

To this end, President Jordan has tasked Michael Dunn, Assistant Vice President of Equity and Inclusion, José Ballesteros, Director of Equity Programming, and Kelsey Bush to develop and implement the procedures, programs and policies to move the initiatives of IDEA2 forward while making us a community accountable for our efforts.

### Dean of Students

The fall semester began with a phased residential move-in, which reduced the number of visitors and residents descending on campus at once. Students with internet concerns, challenging home situations, and a need to move back early were accommodated. Like classes, we have approached engagement with a hybrid approach: personal touches, take-home programs, on-line opportunities, and smaller face-to-face activities. Some students continue to struggle with engagement, not understanding what they are allowed to do to remain safe in an era of COVID-19. Staff and resident assistants are taking a hands-on approach, speaking directly with students, creating different types of programs, and working with colleagues across campus to create opportunities for engagement for our students.

Student Government Association (SGA) has had an active semester already. In the Spring 2020, SGA purchased Engage<sup>®</sup>, an online and application-based program to help publicize engagement opportunities and assist student organizations. SGA also helped to fund flu shots for the campus and is investigating ways to provide additional support to the Wellness Center for more student assistance.

### Student Health and Wellness

The Wellness Center (WC) supports the academic mission of the College by providing all students with quality physical and mental health care. Last year, our health providers saw 565 students. At that time, the WC was fully staffed with a full time RN, part time RN, and providers on campus for half a day. Staffing of the Wellness Center has changed with the onset of the pandemic. Now nurse triage appointments are offered over the phone, and medical appointments with providers are offered virtually. For in-person appointments, health services for students have been contracted at the MedStar Medical Group office. These appointments are scheduled through the Wellness Center, and students are not charged a copay for the appointment.

In addition to the typical services of routine health care, the Wellness Center has taken the lead in COVID-related health care. To date, over 100 COVID-19 tests have been administered on the SMCM campus, with COVID-19 surveillance testing occurring every two weeks. The nurses review the daily symptom tracker responses each day, contacting those who are presenting symptoms. Along with the St. Mary's County Health Department, the WC assists with Contact Tracing and communicating with students who have tested positive for COVID-19 or who need to quarantine. To mitigate the possibility of a campus twindemic, the WC hosted a free flu shot clinic,

with funding for the shots provided by the President's Office and the Student Government Association.

In addition to offering physical health care, the Wellness Center also offers mental health assistance to our students. The Wellness Center counseling staff are five dedicated professionals. The industry standard for a campus of our size is one. Last year, the Wellness Center counselors saw 460 students—nearly 30% of our student population. This number is lower than normal, due to COVID-19 ending the semester early. For the fall, counselors are offering HIPPA-compliant Zoom sessions and a free 24/7 counseling helpline.

The Emergency Response Team is a cross-divisional group charged with addressing emergent situations facing the campus community and recommending on-going actions to the Executive Council. This group created the COVID-19 dashboard, which provides real-time data indicating the number of known cases of COVID-19 within our community. Information provided on the Dashboard is: active cases; total tests administered by SMCM staff; on-campus quarantine; isolation beds in use; and non-active cases. In the future, trend information will be added to the Dashboard, based on feedback from our faculty and a desire to see numbers over time.

On or before October 1 each year, each institution of higher education must report to the Commission on each incident at the institution that required the use of naloxone or other overdose-reversing medication. The MHEC 2020 Annual Report on Incidents Requiring the Administration of Overdose-Reversing Medication has been submitted. Between July 1, 2019 and June 30, 2020, there were three total incidents in which overdose-reversing medication was administered by Public Safety on campus. Each of the three who were involved have fully recovered and are current SMCM students. In the year previous, there was one incident in which overdose-reversing medication was administered.

#### Campus Safety, Social Injustice, Student Unrest

Key to campus life, retention, and the safety of our students is the triangulation of services. The staff in Title IX and IDEA2 work together with the units within Student Affairs (VPSA, Dean of Students, the Wellness Center, Residential Life, Student Activities, and Public Safety), to create a safety net of engagement, wellness, and inclusion for all of our students. Other efforts include:

- Kelsey Bush and Shana Meyer have met with students and alumni to discuss concerns regarding social injustice and unrest. We have committed to open dialogue, transparent communication, and ongoing education alongside students to help address these issues.
- As a pledge to campus safety for all our students, Public Safety staff and officers have completed Unconscious Bias training.
- The Annual Security and Fire Safety Report was completed on October 1, 2020 by Public Safety and has been submitted. The purpose of this report is to promote safety and security on campus by complying with the Jeanne Clery Act.
- The College's policies and procedures prohibiting sexual harassment were revised, following the Department of Education's release of the new federal Title IX regulations on May 6, 2020. The new regulations went into effect on August 14, 2020.
- Thanks to ongoing grant funding, September 2020 programming was organized with men's Division III and club teams. *A Call to Men*, a national violence prevention

organization that promotes healthy manhood and the prevention of sexual and domestic violence.

- In-person, remote, and social media programming has been planned for Domestic Violence Awareness Month in October 2020.
- We have publicized civic engagement through means such as: compiling elections information to post on the Center for the Study of Democracy's webpage; recruiting elections judges; sending an email from Vice Presidents and the Chief Diversity Officer, urging student participation; joining in National Elections Registration Day; and more.
- Members of the Student Affairs and IDEAA team have met to plan post-elections activities addressing potential social unrest.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
INFORMATION ITEM III.B.  
OFFICE OF PUBLIC SAFETY – RESPONSE TO CONSULTANT'S REPORT  
(See Appendix D for Supporting Document)**

**Office of Public Safety  
Update Regarding Consultants Findings**

**Background**

Following two incidents on campus in the fall of 2019 that resulted in the community expressing concern regarding the safety of the campus, the College contracted Margolis Healey to conduct a Public Safety Management Study and a Safety and Security Program Assessment. The study (Appendix A) culminated in 138 recommendations to the College, 35 related specifically to the Office of Public Safety.

**Current Status**

The vision of the Office of Public Safety is to effectively address the safety and security needs of the campus and support the diverse and inclusive mission of the College while being actively engaged in the community. In order to achieve this vision, the department is working diligently on the following recommendations based on identified themes.

***Operational Strategy***

Finding: The report identified the need for a department specific strategic plan in line with the College's plan to include increased and intentional community engagement.

Response: The department is working to develop a comprehensive strategic plan to include measurable goals. The department will be developing a multiple year staffing increase plan in order to facilitate more community engagement. Community policing programs are essential in order to positively connect with students and requires sufficient staff to ensure success.

***Training***

Finding: The report acknowledged the significant amount of training that staff attended but concluded a need for clearer documentation of staff training. A suggestion was also made to update the department Field Training Manual to ensure it is relevant to the current needs and environment. The report also suggested adding bias training for all staff members to proactively address current events.

Response: The department has developed an annual training plan to include improved tracking of staff training. The department is working to have a minimum of two officers certified as Field Training Officers followed by the revision of the current Field Training Manual for newly hired officers. The department staff has completed Implicit Bias training

through the Kirwin Institute and one officer will be attending Fair and Impartial Policing, Train the Trainer course in order to provide this training to all staff.

***Written Directives***

Finding: The report acknowledged the number of updated policies and procedures but suggested a clearer policy management system. They recommended continuing to follow IACLEA accreditation standards.

Response: The department has been working to update policies and procedures following IACLEA national accreditation standards. In order to effectively track policy revisions and officer acknowledgment, the College is exploring the purchase of PowerDMS, a nationally recognized policy management software.

**Conclusion**

The Office of Public Safety is committed to providing the highest quality safety and security services as engaged members of the community. Following the recommendations of Margolis Healy and continuing department initiatives in line with the College's strategic plan, the Office of Public Safety is positioned to move the department in a positive direction.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 16, 2020  
INFORMATION ITEM III.C.  
INCLUSIVE DIVERSITY, EQUITY, ACCESS, AND ACCOUNTABILITY (IDEA2)  
MISSION, VISION, AND GOALS**

The current IDEA2 vision is:

Through innovative programming and the coordination of initiatives and resources, IDEA2 will transform St. Mary's College of Maryland into a nationally-recognized institution known for implementing inclusive and equitable practices to achieve academic and/or professional success for all campus community members.

And our Mission is:

To lead campus-wide efforts to create and sustain policies, initiatives, and resources to ensure that Saint Mary's College of Maryland is a welcoming, transformative, and empowering institution where all students, faculty, and staff can thrive.

The goals for the first year of the IDEA2 unit will be:

1. To create the IDEA2 division and structure while bringing together, and cultivating relationships with, campus offices and stakeholders to advance inclusive diversity, equity, access, and accountability.
2. To review the existing data around IDEA2 issues to establish a baseline of performance. We will then develop evaluation processes, including measurable outcomes, to assess changes or areas of concern.
3. To develop and implement programs and activities to highlight and support the IDEA2 mission.
4. To collaborate with other units to respond to campus-related issues and events that are driven by local, state, national or world events.
5. To develop training opportunities built around the IDEA2 framework.





**BOARD OF TRUSTEES  
CAMPUS LIFE AND FACILITIES COMMITTEE  
MINUTES**

**Date of Meeting:** May 15, 2020

**Status of Minutes:** Approved July 2, 2020

**Campus Life and Facilities Committee Members Present:** Committee Co-Chairs Donny Bryan '73 and Danielle Troyan '92, Carlos Alcazar, John Bell '95, Board Chair Lex Birney, Mike Dougherty, Peg Duchesne '77, Elizabeth Graves '95, Judy Fillius '79, Jasmine Long '21, President Tuajuanda Jordan, Faculty Representative Scott Mirabile

**Staff Members:** Leonard Brown, Paul Pusecker, Tayo Clyburn

**Others Present:** Nicholas Abrams '99, Allison Boyle, Peter Bruns, Jeffrey Byrd, Susan Dyer, Paula Collins, Carolyn Curry, Mike Dougherty, Gail Harmon, Anne Harvey-Diggs, Liza Gijanto, David Hautanen, Sven Holmes, Glen Ives, Lindsay Jamieson, Lawrence Leak '76, Doug Mayer '04, William Seale, Jenny Sivak, Allan Wagaman '06, Ray Wernecke, Michael Wick, John Wobensmith '93, Anna Yates

**Executive Summary**

Campus Life and Facilities Committee Co-Chair Donny Bryan '73 called the meeting to order at 9:50 a.m.

**Action Items**

**II.A. Approval of the FY21 Plant Fund (Capital) Budget**

The proposed FY21 Plant Budget, in the amount of \$1.318M, is solely sourced by the student facility fee. The Campus Life and Facilities Committee is charged with establishing the priorities for capital projects. A cost breakdown by priority categories, a list of FY21 specific plant budget projects, cumulative expenditures for FY20, and historical plant expenditures were provided. The Committee approved the action item unanimously and will provide its endorsement to the Finance, Investment, and Audit Committee, who will present the item to the Board of Trustees for approval at its May 15, 2020 meeting.

**II.B. Approval of the FY22-FY26 State Capital Budget**

The proposed FY22-FY26 State-funded capital budget includes the final installment of funding for the New Academic Building and Auditorium and funding for various campus infrastructure improvements. The College's request includes funding for the design and construction of the Montgomery Hall renovations and construction funds for a limited renovation of Goodpaster Hall. The Committee approved the action item unanimously and will provide its endorsement to the Finance, Investment, and Audit Committee, who will present the item to the Board of Trustees for approval at its May 15, 2020 meeting.

### **II.C. Approval of the Annual Facilities Condition Report**

The Committee is charged with conducting an annual evaluation of the campus facilities and reporting its findings to the Board of Trustees. Overall, the report indicated that the campus remains in good condition. Deferred maintenance remains a concern and actions are planned to prioritize renovation efforts based on the facilities condition index and student recruitment and retention. The State funded infrastructure improvement projects, included in the Governor's Five-Year Capital Budget, is projected to provide \$13.3M of new funding that will reduce the deferred maintenance and improve campus functionality. A motion to approve the action item was made by Committee Co-Chair Donny Bryan '73. The motion was seconded and the action was approved unanimously.

The meeting adjourned at 9:59 a.m.