



**BOARD OF TRUSTEES  
CAMPUS LIFE COMMITTEE  
REPORT SUMMARY**

**Date of Meeting:** October 15, 2021

**Date of Next Meeting:** February 4, 2022

**Committee Chair:** Danielle Troyan '92

**Committee Members:** Nick Abrams, Student Trustee Joshua Ajanaku '22, Carlos Alcazar, John Bell '95, Alice Bonner '03, Peg Duchesne '77, Board Chair Susan Dyer, President Tuajuanda Jordan, Jesse Price '92,

**Staff Members:** Jerri Howland, Kelsey Bush

**Dashboard Metrics**

N/A

**Executive Summary**

**Discussion Items**

Vice President for Student Affairs Report

Jerri Howland, the new Vice President for Student Affairs, began on-campus duties June 1. Communicating with students on their return to campus and providing information on the public health policies and procedures on the vaccine requirement was the primary focus throughout the summer. Communications included COVID-19 procedures and policies per the [Reopening Fall 2021 page](#), responses to student [FAQ's](#), Welcome Week programs and activities, and information on campus resources. Once the semester began, Howland continued to communicate with students about COVID-19 policies and procedures. A Town Hall, featuring Dr. Meenakshi Brewster from the St. Mary's County Health Department, was held on September 28.

The Division of Student Affairs has three overarching goals for the year: Develop new mission and vision; redesign programs and services to better meet the needs of students and customize their experience; on-board the new Center for Career and Professional Development. The focus will be on creating a network of care utilizing all resources on campus to coordinate response and interventions to provide easy access to assist students experiencing an academic, social, or personal disruption to their learning.

A phased residential move-in schedule was utilized, reducing the number of visitors and residents at once. The scheduled move-in approach helped keep students and families safe as they arrived on campus and provided a structured and calm process for the 1,249 residential students, as compared to 909 students in fall 2020 and 1,195 students in fall 2019.

The Office of Public Safety has a new parking management system, making both permitting and enforcement more efficient. Staff participated in Fair & Impartial Policing and Procedural Justice training and Implicit Bias training, as part of its continued pledge to the safety of the community. Public safety provided training on fair and impartial enforcement to the residence assistants to help them better understand their implicit biases and perform their tasks in a just and effective manner. In addition, public safety staff participated in an Active Shooter Tabletop Exercise with the Emergency Response Team.

The Wellness Center continues to provide students with quality physical and mental health care. Demand continues to exceed resources and searches are currently underway for a full-time nurse practitioner and two certified nursing assistants. For fall 2021, counselors have returned to offering in-person services at the Wellness Center, including crisis and walk-in appointments. Personnel perform PCR COVID-19 tests, collect vaccine proof from students, faculty, and staff members, and update the dashboard. Notably, the student vaccination rate is 96%; the remaining 4% have approved exemptions.

Molly Matthews joined the College in August 2020 to serve as the Interim Executive Director of the Center for Career and Professional Development (CCPD). Nearly 400 first-year students are taking Career Pathways classes this fall and will be matched with mentors through the Job-IQ Professional Contacts Directory. Diversity, equity, and inclusion (DEI) is a priority and staff is recruiting Diversity Outreach interns and offering DEI and leadership training for peer-to-peer mentors. The current search for the Executive Director is underway and the CCPD is recruiting mid-level career level professionals.

#### Inclusive Diversity, Equity, Access, and Accountability Report

The mission of the Division of Inclusive Diversity, Equity, Access, and Accountability (IDEAA) is to lead campus-wide efforts to create and sustain policies, initiatives, and resources to ensure that St. Mary's College is a welcoming, transformative, and empowering institution where all students, faculty, and staff can thrive.

Staff recently collaborated with the campus community to develop the College's official Land Acknowledgement, along with a Pledge that assures continuous awareness of our historical realities and our commitment to righting the ills caused by those realities.

Launched in spring 2021, the Bias Prevention and Support Team provides a prompt, consistent, and sensitive process for responding to bias-related incidents. The team works with other campus entities to connect students, faculty, and staff who have been affected by bias-related incidents to the appropriate support and resources. In spring of 2021, 13 reports were received.

The Policy Equity Work Group, launched in summer 2021. The work group is charged to work in support of the College's commitment to diversity, access, and affordability, as stated in the College mission; gather and review all College policies to identify, and make recommendations to address, any discriminatory or inequitable effects; determine whether additional policies are needed to promote a more equitable living, learning, and working environment, and to make the appropriate recommendations; and create a shared resource so that College policies are easy to find and consistent in their language and format.

The Office of Accessibility Services is focusing on increasing transparency and strengthening relationships across campus. A new resource for instructors was created to provide more clarity about accessibility accommodations. As of October 5, 2021, 212 students have received accommodations through OAS for the fall 2021 semester.

Since August 2021, the Title IX Office has conducted 21 training sessions, reaching approximately 810 students, faculty, and staff members. These include orientation meetings with new students, athletics team meetings, and sessions with student leaders including resident advisers, orientation leaders, and peer-to-peers.

#### Student Trustee Report

Joshua Ajanaku '22 plans to focus on service leadership, transparency, and community service, and created an initiative called “*Coalition of Campus Leaders*.” This leadership initiative includes captains of sport teams, campus club leaders, some members of the Student Government Association, and key members within the Faculty Senate and administration. The Coalition of Campus Leaders aims to bridge the gap amongst these groups, while at the same time working towards addressing the concerns facing students. The purpose is to come together to have a round-table discussion about issues students are facing on campus and consequently identify solutions.

#### **Information Items**

##### Office of Public Safety – 2021 Annual Security and Fire Safety Report

An executive summary of the 2021 Annual Security and Fire Safety (ASFSR) Report, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act (HEOA), is provided. The report includes policies, crime statistics, fire statistics, safety tips, emergency phone numbers, and an overview of some of the programs offered by the College. The [Annual Security and Fire Safety Report](#) includes crime and fire statistics from January 1, 2018 to December 31, 2020.

##### Minutes

Approved minutes from the meeting of May 7, 2021 are included in the materials.

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

##### **II.A. Endorsement of the 2021 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. Approval of Personal Care and Classroom/Lab Assistant Policy**

St. Mary’s College of Maryland does not discriminate against any individual on the basis of a handicap or disability and makes reasonable attempts to provide equal access for all individuals with a disability that qualify for reasonable accommodations under the Americans with Disabilities Act. The College permits students with qualifying disabilities to submit a request to bring a personal care assistant with them to campus to support daily activities and/or nursing

care (not provided by the Wellness Center) as an accommodation. The College also allows students to request an in-class assistant or lab assistant as an accommodation.

The proposed policy outlines the College's expectations around personal care assistants and in-class assistants as an accessibility support. The Office of Accessibility Services will determine the duties and responsibilities of the assistant through the accommodation request process. The Personal Care and Classroom/Lab Assistant Policy will apply to all students, faculty, and staff at St. Mary's College of Maryland, as well as all aspects of the College's programs.

### **II.C. Approval of Revisions to the Title IX Grievance Process to Resolve Complaints of Sexual Harassment**

On August 24, 2021, the Federal Department of Education announced that colleges and universities were no longer subject to part of a provision of the Title IX regulations, based on a July 2021 decision by a Massachusetts Federal District Court. The deletion of this provision means that when conducting hearings of sexual harassment allegations, the College's hearing officers will consider all statements made by parties and witnesses that are permitted under the regulations, even if the parties and witnesses do not participate in cross-examination during the live hearing.



**BOARD OF TRUSTEES  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 15, 2021**

**AGENDA**

**I. DISCUSSION ITEMS**

- A.** Vice President for Student Affairs Report
  - 1. Rethinking the unit's structure and mission
  - 2. The pandemic's impact on student mental health and wellness and the College's ability to meet those needs
  - 3. Reimagining the Center for Career and Professional Development
- B.** Inclusive Diversity, Equity, Access, and Accountability (IDEAA) Report
- C.** Student Trustee Report

**II. ACTION ITEMS**

- A.** Endorsement of 2021 Performance Accountability Report
- B.** Approval of Personal Care and Classroom/Lab Assistant Policy
- C.** Revised Title IX Grievance Process to Resolve Complaints of Sexual Harassment

**III. INFORMATION ITEMS**

- A.** Office of Public Safety – 2021 Annual Security and Fire Safety Report (ASFSR) Executive Summary
- B.** Minutes (Meeting of May 7, 2021)

*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 15, 2021  
INFORMATION ITEM I.A.  
VICE PRESIDENT FOR STUDENT AFFAIRS REPORT**

Vice President for Student Affairs

Fall of 2021 started with a re-emergence of residential living, learning, and engaging for students and it started with new leadership in student affairs. Jerri Howland, the new Vice President for Student Affairs, began on-campus duties June 1. Communicating with students on what to expect as they return to campus and providing information on the public health policies and procedures on vaccine requirements was the primary focus throughout the summer. A return to campus life created excitement for new students to finally be on campus. For returning students, they looked forward to going back to some St. Mary's College traditions and seeing their friends and/or teammates. Student Affairs had to balance public health and safety while allowing for a robust student experience.

Howland communicated with students every other week to inform students about the COVID procedures and policies outlined on the [Reopening Fall 2021page](#), provided answers to student questions on a [FAQ](#) page, highlighted upcoming Welcome Week programs and activities and provide information on campus resources. Students were given detailed information on uploading proof of vaccination, education on how to travel to campus safely and given ample opportunities to talk with someone in student affairs via a new [studentaffairs@smcm.edu](mailto:studentaffairs@smcm.edu) email account or over the phone to get their questions answered.

Once the semester began, Howland continued to communicate with students about COVID policies and procedures and worked in partnership with Academic Affairs Katie Gantz, to send out a community letter to ensure students, staff, and faculty were updated with any new guidance or policies, which was followed by a Town Hall meeting featuring Dr. Meenakshi Brewster from the St. Mary's County Health Department on September 28 at 4:30pm.

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

1. Develop a new mission and vision.
2. Redesign programs and services to better meet the needs of students and customize their experience.
3. On-board the new Center for Career and Professional Development.

The focus will be on creating a network of care utilizing all resources on campus to coordinate response and interventions to provide easy access to assist students experiencing an academic, social, or personal disruption to their learning.

What follows is a summary of the ways departments in the division are meeting student needs, engaging with students, keeping them safe and focusing on wellness throughout the Fall 2021 semester.

### Dean of Students / Student Life

We began the semester again with a phased residential move-in, which reduced the number of visitors and residents descending on campus at once. First year students moved in first over two days, followed by returning students. This scheduled move-in approach helped not only with keeping students and families safe as they arrived on campus but also provided a structured and calm process. There are 1249 residential students living on campus, compared to 909 students in the fall of 2020 and 1195 students in the fall of 2019.

We implemented a five-day orientation program for our first-year students, as opposed to the normal four-day orientation, to allow for sessions that will help students not only transition into college but to give more resources based on the students' last year of high school being remote. These sessions included *Success in Year One*, *Post COVID Learning*, and *Academic Fact or Cap*. Special for Sophomores who spent their first year mostly fully remote, the Orientation Team developed a shortened orientation, which included a Sophomore Social.

Once New Student Orientation ended, we moved into Welcome Week for the first time at St. Mary's College. A Week of Welcome (WOW), highlighted departments and resources for students each day. Events included a Game Night at the Library, Wellness Center Open House, Public Safety Information Meeting, Club and Organization Involvement Fair, and a Mentalist to wrap up the week.

Student Government Association (SGA) allocated \$27,000 in spring 2021 to the Michael P. O'Brien Athletics and Recreation Center to replace the climbing wall floor. The floor was installed during the first week of September and has tremendously improved the quality of the climbing experience. The SGA also worked with *Aunt Flow* to install tampons and menstrual pads dispensers around campus to reduce issues of menstrual inequity.

Public Safety The mission statement for the Office of Public Safety is to support the educational and community experience for all students, faculty, staff and visitors by providing professional and competent law enforcement and security services based on the five principles of procedural justice: Respect, Voice, Neutrality, Understanding and Helpfulness.

Public Safety has fully implemented a new parking management system which makes both permitting and enforcement more efficient. The new system is cloud based and allows the unit to easily search for vehicle and owner information. It tracks violations and provides reports for reference as needed. The system also includes handheld ticket writers that give officers the ability to scan a license plate. It then prepopulates the ticket which reduces officer error.

Public Safety staff has taken Fair & Impartial Policing and Procedural Justice training in addition to Implicit Bias training as part of its continued pledge to the safety of the community. The training is discussion based about how implicit biases can impact well-intentioned individuals outside their conscious awareness. A key strength of the program is the ability to reduce the defensiveness around this topic that many law enforcement/public safety officers may bring into the classroom. It provides officers with the skills to reduce and manage their biases as well as enhances their ability to engage in with the community more safely, justly and effectively.

Public Safety provided a well-received training on fair and impartial enforcement to the Residence Assistants (RAs). This is a modified version of the training for Public Safety Officers described

above aimed at helping RAs understand their implicit biases and perform their tasks in a just and effective manner.

Public Safety participated in an Active Shooter Tabletop Exercise with the Emergency Response Team. This annual training is necessary to ensure staff are trained, resources are available, and the campus is ready to respond to an emergency.

### 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 no healthcare was provided on campus due to COVID-19 concerns. Students received care via telehealth and in person at the local medical office that provided contract care.

#### A. Physical Health

The health and well-being of our students is a priority. Over the years, however, we have been challenged to provide adequate staffing to address student needs. This year, the WC has been able to hire both a staff RN and a part-time nurse practitioner. Nonetheless, demand continues to exceed resources: at this point in time, twice as many students have been seen as compared to AY2018 – 2019, the last full year of in-person services. We are currently searching for a full time Nurse Practitioner and 2 Certified Nursing Assistants to help with student demand and to support COVID-19 testing.

#### B. Mental Health

In addition to offering physical health care, the Wellness Center also offers mental health assistance to our students. During the academic year 2019-2020, the Wellness Center counselors saw 314 students—nearly 25% of our student population. Due to COVID-19 counselors mostly utilize HIPAA compliant zoom for teletherapy. This number was 32% less compared to the 2018-2019 academic year when 460 students were seen for counseling. Counseling services were provided over breaks and during the summer to ensure students had access to support during Winterim and breaks.

For Fall 2021, Counselors have returned to offering in-person services at the Wellness Center including crisis and walk-in appointments. Three student therapy groups will be offered this academic year utilizing art therapy techniques to process adjustment to college, grief, and relationship concerns. The 24/7 Helpline was discontinued and replaced by a comprehensive service that allows texting, calling, and teletherapy through an app on a smartphone or via web access. The SGA purchased the program and covered expenses for the first year to ensure students on campus have increased points of access to mental health support. The Wellness Center will continue to fund the program moving forward.

#### C. COVID Response

The Wellness Center continues to take the lead in COVID-related health care and information. Personnel perform PCR COVID-19 tests for students when indicated. The Wellness Center collected vaccine proof from students, faculty, and staff members; and updated the dashboard. Notably, the student vaccination rate is 96%; the remaining 4% have approved exemptions.



### Center for Career and Professional Development

Molly Matthews joined St. Mary's College of Maryland in August 2020 to serve as the interim Executive Director of the Center for Career and Professional Development (CCPD). Nearly 400 first-year students are taking Career Pathways classes this fall, they will be matched with mentors through the Job-IQ Professional Contacts Directory. Second year students had the option to select among five externship classes that include site placements corresponding to their individual professional interests. The number of field-specific courses will be increased by 15 in Spring 2022 and include areas such as arts and museum leadership, pre-law, pre-med, journalism, cross-cultural communication, social impact entrepreneurship, and sustainability.

Over 70 students had summer internships and 70 are taking part this fall in an on-campus internship. CCPD staff is expanding off campus internships with a new Signature Honors Internship Program (SHIP) collaborating with 20 high-value employers including Johns Hopkins, JPMorgan Chase, and The Baltimore Office of Promotion and the Arts.

Diversity, equity, and inclusion (DEI) is a priority across CCPD programs. Staff is recruiting Diversity Outreach fellows and offering DEI and leadership training for peer-to-peer mentors.

It is important that CCPD staff and Career Pathways instructors have the experience, skills, and expertise to provide students the educational and practical experiences necessary for this aspect of the LEAD curriculum. CCPD staff is being trained to administer the Strong-Campbell Interest and the Myers-Briggs Type Inventories to expand our capability to assist students in their career planning (note that this year, every student in the Career Pathways classes takes the Clifton Strengths Inventory). In addition, select CCPD staff will enroll in a career coaching certification program offered by the National Association of Colleges and Employers. The current search for the Executive Director is underway and the CCPD is recruiting mid-level career level professionals.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 15, 2021  
DISCUSSION ITEM I.B.  
INCLUSIVE DIVERSITY, EQUITY, ACCESS, AND ACCOUNTABILITY  
(IDEAA) REPORT**

The mission of the Division of Inclusive Diversity, Equity, Access, and Accountability (IDEAA) is to lead campus-wide efforts to create and sustain policies, initiatives, and resources to ensure that St. Mary's College is a welcoming, transformative, and empowering institution where all students, faculty, and staff can thrive. To that end, IDEAA has advanced several key programs and welcomed the Office of Accessibility Services and the DeSousa-Brent and Landers Scholars into the division.

**Land Acknowledgement and Pledge**

An important responsibility of IDEAA is to continue the College's efforts to recognize the important contributions minoritized populations have made and continue to make to our community. Recognizing that we did not have an official land acknowledgement, last May the IDEAA staff coordinated and collaborated with staff, faculty, and students to develop the College's official Land Acknowledgement. The working group also developed a Pledge that assures the College's continuous awareness of our historical realities and our commitment to righting the ills caused by those realities.

*We acknowledge that the land on which we are learning, working and gathering today is the ancestral home of the Yacocomico and Piscataway Peoples. We also acknowledge that St. Mary's City was partly built and sustained by enslaved people of African descent. Through this acknowledgment, we recognize these communities and all those who have been displaced and enslaved through colonization.*

*Given the unique importance of the land on which we sit and given the unique educational mission of St. Mary's College of Maryland as The National Public Honors College, we pledge to continue to unearth and understand these historic realities so that they inform all our work. We also pledge to work tirelessly in making our institution more accessible, inclusive and equitable, especially for those populations most affected by societal inequities. We do this with the understanding that by supporting and learning from all our diverse communities, we build a more sustainable future for all.*

The Acknowledgement was read for the first time publicly during the President's State of the College and then again during the first faculty meeting in September. IDEAA is in the process of planning a series of events in the spring that will underline the College's commitment toward the pledge.

### **IDEAA Programming**

IDEAA has continued working with different campus units to create opportunities to support the recruitment and retention of diverse student, staff and faculty populations. Through these actions, IDEAA is working toward ensuring that the campus is inclusively diverse and supportive. These collaborations include:

- “La Manpleza” documentary screening, discussion and performance, in collaboration with the Center for the Study of Democracy; the Departments of International Languages and Cultures, History, and English; the Latinx student organization Alianza; and the SGA (October 2021)
- Pulitzer Prize-Winning Poet Natalie Díaz reading (February 2022)
- The Gwen Ifill Lecture Series, in collaboration with the Center for the Study of Democracy and the Office of the President. The series will bring to campus rising BIPOC media professionals.
- Environmental Justice on the Coast Lecture Series, in collaboration with the Center for the Study of Democracy and Environmental Studies (spring 2022 and beyond)

### **Bias Prevention and Support Team**

Launched in spring 2021, the Bias Prevention and Support Team provides a prompt, consistent, and sensitive process to respond to bias-related incidents, aligned with The St. Mary’s Way. The Team is co-chaired by Kelsey Bush and Michael Dunn. The Team complements and works with other campus entities to connect students, faculty, and staff who have been affected by bias-related incidents to the appropriate support and resources. The Team reviews the reports it receives to collect aggregate data, assess the campus climate, and identify educational and outreach opportunities.

In spring of 2021, the Team received 13 reports regarding ten different incidents. The Team received four (4) reports from people who believed they had been wrongly accused of being racist. Three (3) reports addressed hateful or offensive speech. Two (2) reports addressed the use of racial slurs, and two (2) reports addressed transgender people being referred to by the wrong names or pronouns. One (1) report addressed politically conservative people feeling marginalized on campus. When considering the categories of identities that these reports addressed, eight (8) involved race, two (2) involved gender, two (2) involved no “protected class” identity, and one (1) involved religion.

In response to these reports, the Team had conversations with involved parties; engaged in collaborations with Student Affairs and Academic Affairs to address the concerns raised; referred parties to campus resources including the Wellness Center, Student Conduct, and Registrar; and shared campus communications, including letters and social media/poster campaigns, to respond to the concerns raised on the individual and community-wide levels.

### **Policy Equity Work Group**

The Policy Equity Work Group launched in summer 2021 to gather and review all College policies to identify, and make recommendations to address, any discriminatory or inequitable effects. Led by Michael Dunn, the work group includes faculty, staff members, and students. The work group

created a [Google site](#) to share more information and [launched a campus-wide survey](#) to gather community input.

The work group is charged to accomplish the following goals in a two-year period:

- To work in support of the College's commitment to diversity, access, and affordability, as stated in the College mission.
- To gather and review all College policies to identify, and make recommendations to address, any discriminatory or inequitable effects.
- To determine whether additional policies are needed to promote a more equitable living, learning, and working environment, and to make the appropriate recommendations.
- To create a shared resource so that College policies are easy to find and consistent in their language and format.

### **Office of Accessibility Services**

The Office of Accessibility Services (OAS) is now under the auspices of IDEAA, reporting to Michael Dunn. This year, OAS is focused on increasing transparency and strengthening relationships across campus. To that end, in fall 2021 OAS created [a new resource for instructors](#) to provide more clarity about accessibility accommodations. As of October 5, 2021, 212 students have received accommodations through OAS for the fall 2021 semester. As a point of comparison, 190 students received accommodations in fall 2020.

IDEAA is submitting two action items relating to OAS:

- Approval of Office of Accessibility Services' Grievance Process
- Approval of Office of Accessibility Services' Personal Care and Classroom/Lab Assistant Policy

### **DeSousa-Brent and Landers Scholars Programs**

The DeSousa-Brent (DB) Scholars Program and the Landers Scholars Program are now under the auspices of IDEAA, reporting to José Ballesteros, Director of Equity Programming. The current total number of students in the program is 174. The first-year class is the largest ever with 55 students, 43 of whom participated in the DB Summer Bridge Program.

This year, DB and Landers will be focusing on assessing the program through a SWOT analysis and strengthening relationships across campus. The program is the process of expanding responsibilities of the Director to include more explicit collaboration with other areas of the College and to support BIPOC and first-generation retention efforts beyond DB.

### **Office of Title IX Compliance and Training**

Since August 2021, the Title IX Office (including Michael Dunn, Assistant Vice President of Equity and Inclusion, and Helen Ann Lawless, Assistant Director) has conducted 21 training sessions reaching approximately 810 students, faculty, and staff members. These include orientation meetings with new students, athletics team meetings, and sessions with student leaders including resident advisers, orientation leaders, and peer-to-peers. In September 2021, the Title IX Office led the implementation of semesterly, grant-funded, [A Call to Men](#) programming, in which trainers led programs reaching an audience of approximately 250 students, faculty, and staff.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 15, 2021  
DISCUSSION ITEM I.C.  
STUDENT TRUSTEE REPORT**

**Date of Meeting:** October 15, 2021

**Reporter:** Joshua Ajanaku '22, Student Trustee

**Executive Summary:**

I officially assumed my role on May 31st, 2021. Since then, I've been meeting and talking regularly with Vice President for Student Affairs Dr. Jerri Howland and my Board mentor, Trustee Secretary Nick Abrams '99. My meetings with them have been really insightful, engaging, and wonderful.

This year, I plan to focus on service leadership, transparency, and community service. I created an initiative called "*Coalition of Campus Leaders*." This leadership initiative includes captains of sport teams, campus club leaders, some members of the Student Government Association, and key members within the Faculty Senate and administration. Coalition of Campus Leaders aims to bridge the gap amongst these groups, while at the same time working towards addressing the concerns facing students. The purpose is to come together to have a round-table discussion about issues students are facing on campus and consequently identify solutions.

To create transparency, I set up regular meetings with the current Student Government Association (SGA) President. Consistent and frequent meetings between SGA President Lanham and I would not only provide the opportunity for us to collaborate on key matters impacting students, but it would also offer me the unique opportunity to comprehend the concerns of the student body through the lens of the SGA, which I plan to share with the Board.

In pursuing my goal of community service, in my first project I was able to partner with the varsity men's soccer team and Trinity Episcopal Church to volunteer to clean-up Church Point, one of the many wonderful spots located around St. Mary's College of Maryland, every Sunday evening. We had our very first session on October 3, 2021 and we plan on having many more clean-up sessions.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 15, 2021  
ACTION ITEM II.A.  
ENDORSEMENT OF THE 2021 PERFORMANCE ACCOUNTABILITY REPORT  
*(See supplemental document for complete report.)***

**RECOMMENDATION**

The Campus Life Committee recommends that the Board of Trustees approve the 2021 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 15, 2021  
ACTION ITEM II.B.  
APPROVAL OF THE PERSONAL CARE  
AND CLASSROOM/LAB ASSISTANT POLICY  
*(See supplemental document for complete policy.)***

**RECOMMENDED ACTION**

The Campus Life Committee recommends approval by the Board of Trustees, St. Mary’s College of Maryland, of the Personal Care and Classroom/Lab Assistant Policy.

**RATIONALE**

St. Mary’s College of Maryland does not discriminate against any individual on the basis of a handicap or disability and makes reasonable attempts to provide equal access for all individuals with a disability that qualify for reasonable accommodations under the Americans with Disabilities Act. The College permits students with qualifying disabilities to submit a request to bring a personal care assistant with them to campus to support daily activities and/or nursing care (not provided by the Wellness Center) as an accommodation. The College also allows students to request an in-class assistant or lab assistant as an accommodation.

The proposed policy outlines the College’s expectations around personal care assistants and in-class assistants as an accessibility support. The Office of Accessibility Services will determine the duties and responsibilities of the assistant through the accommodation request process.

The Personal Care and Classroom/Lab Assistant Policy will apply to all students, faculty, and staff at St. Mary’s College of Maryland, as well as all aspects of the College’s programs.

**BOARD OF TRUSTEES  
ST. MARY'S COLLEGE OF MARYLAND  
CAMPUS LIFE COMMITTEE  
MEETING OF OCTOBER 15, 2021  
ACTION ITEM II.C.  
APPROVAL OF REVISIONS TO THE TITLE IX GRIEVANCE PROCESS TO  
RESOLVE COMPLAINTS OF SEXUAL HARASSMENT  
(See supplemental document for complete policy.)**

**RECOMMENDED ACTION**

The Campus Life Committee recommends approval by the Board of Trustees, St. Mary's College of Maryland, of the proposed revisions to the Title IX Grievance Process to Resolve Complaints of Sexual Harassment.

**RATIONALE**

On August 24, 2021, the Federal Department of Education announced that colleges and universities were no longer subject to part of a provision of the Title IX regulations (34 C.F.R. § 106.45(b)(6)(i)), based on a July 2021 decision by a Massachusetts Federal District Court. The deletion of this provision means that when conducting hearings of sexual harassment allegations, the College's hearing officers will consider all statements made by parties and witnesses that are permitted under the regulations, even if the parties and witnesses do not participate in cross-examination during the live hearing.

The College's Grievance Process to Resolve Complaints of Sexual Harassment will be updated to reflect the change, specifically by removing the following language from the policy (on page 21):

*If a Party or witness declines to answer any questions, the Hearing Officer will not rely on any prior statements made by that Party during the investigation process in making a determination regarding responsibility.*

*If a party or witness does not submit to cross-examination at the live hearing, the hearing officer(s) will not rely on any statement of that party or witness in reaching a determination regarding responsibility. However, the hearing officer(s) will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.*



**ST. MARY’S COLLEGE OF MARYLAND**  
**CAMPUS LIFE COMMITTEE**  
**MEETING OF OCTOBER 15, 2021**  
**INFORMATION ITEM III.A.**  
**OFFICE OF PUBLIC SAFETY – 2021 ANNUAL SECURITY AND**  
**FIRE SAFETY (ASF SR) REPORT**  
*(See supplemental document for complete report.)*

The following is an executive summary of the 2021 Annual Security and Fire Safety (ASF SR) Report and is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act (HEOA). These two acts, along with periodic updates and reauthorizations, mandate that institutions of higher education provide specific information. The information in this report includes policies, crime statistics for the previous three years, fire statistics for the previous three years, safety tips, emergency phone numbers, and an overview of some of the programs offered by St. Mary’s College of Maryland (the College). The annual statistics are prepared by collecting crime data from the College’s Offices of Public Safety, Residence Life, Title IX, and other campus security authorities. In addition to information provided by on-campus reporters, the Office of Public Safety also requests crime statistics for specified geographic locations from local law enforcement agencies. After the crime statistics are compiled, they are included in this [Annual Security and Fire Safety Report](#) and submitted to the Department of Education. This report includes crime and fire statistics from January 1, 2018 to December 31, 2020.

The bulk of the document lists information, policies, and procedures related to safety on campus. Examples include campus security authorities, Family Educational Rights and Privacy Act (FERPA), and alcohol policies. For a full list of information please refer to the table of contents in the report. The three-year range of statistics are included at the end of the report.

**Crime Statistics Overview**

Rapes: Three reported, down from 12 in 2019  
Forcible Fondling: One reported, down from eight in 2019  
Robbery: Zero reported, equal to zero in 2019  
Burglary: Three reported, down from nine in 2019  
Arson: Zero reported, equal to zero in 2019  
Dating Violence: Three reported, equal to three in 2019  
Stalking: Seven reported, down from nine in 2019  
Liquor Law Referrals: 37 down from 117 in 2019  
Drug Law Referrals: Zero reported, down from three in 2019  
Weapons Law Referrals: Zero reported, equal to zero in 2019  
Hate Crimes: One report of vandalism with a bias of race in 2020

**Fire Statistics Overview**

One fire caused by cooking in Caroline Hall reported, down from two in 2019

**BOARD OF TRUSTEES  
CAMPUS LIFE COMMITTEE**

**MINUTES**

**Date of Meeting:** May 7, 2021

**Status of Minutes:** Approved May 17, 2021

**Campus Life Committee Members Present:** Nick Abrams, Carlos Alcazar, John Bell '95, Chair Lex Birney, Alice Bonner '03, Student Trustee Fatima Bouzid '22, Peg Duchesne '77, President Tuajuanda Jordan, Chair Danielle Troyan '92

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

**Others Present:** Joshua Ajanaku '22, Jose Ballesteros, Betsy Barreto, Allison Boyle, Anne Marie Brady, Donny Bryan '73, Paula Collins, Carolyn Curry, Michael Dunn, Susan Dyer, Judith Fillius '79, Elizabeth Graves '95, Bonnie Green, Gail Harmon, Anne Harvey-Diggs, David Hautenan, Sven Holmes, Kristina Howansky, Glen Ives, Lawrence Leak '76, Brayan Ruiz Lopez '24, Doug Mayer, Dan Pindell '10, Paul Pusecker, William Seale, Shanen Sherrer, Jenny Sivak, Harry Weitzel, Ray Wernecke, Mike Wick, John Wobensmith '93, Anna Yates

**Executive Summary**

Committee Chair Danielle Troyan '92 called the hybrid meeting to order at 10:40 a.m. Ms. Troyan informed the committee that there are three action items to recommend for approval.

Student Trustee Report

Student Trustee Fatima Bouzid '22 shared the highlights of her report. Ms. Bouzid informed the committee that the Student Government Association recently passed a few bills; the renovation of the existing rock-climbing wall, therefore providing a safer space for students to use. The MySSP (My Student Support Program) bill was also passed to provide students the ability to connect with mental health services on their mobile devices. The program is a confidential online counseling service offering mental health support for all SMCM students via text, phone, or video.

Bouzid shared student reservations about returning to an in-person campus for the 2021-2022 school year. She was happy to say students now feel more at ease due to the recent Board approval of the mandatory COVID-19 vaccines for students, faculty and staff.

Bouzid welcomed the newly selected Student Trustee in Training, Brayan Ruiz Lopez '24. Lopez majors in Neuroscience, with a minor in Philosophy. Bouzid thanked Chair Troyan '92 for assigning mentors to the Student Trustee and the Student Trustee in Training.

Inclusive Diversity, Equity, Access and Accountability (IDEAA)

Interim Chief Diversity Officer Kelsey Bush '94 referred the committee to the Cultural Diversity Report that is included in the Board documents and must be approved by the Board in accordance

with 2013 Maryland Code EDUCATION §11-406 - Plan for program of cultural diversity (Universal Citation: MD Educ Code §11-406 (2013)).

#### Vice President for Student Affairs/Dean of Students Report

Interim Vice President for Student Affairs, Shana Meyer, referred the committee to the report that is included in the Board documents. Meyer briefly reviewed the primary goals for the year: student-centered programs and engagement and a focus on physical and mental health needs. Meyer expressed her appreciation for the opportunity to serve at St. Mary's College of Maryland, the wonderful students, and the collegiality of the members of the Executive Council (EC).

#### **Action Items**

##### **II.A. Approval of the Non-Discrimination Procedures**

The Non-Discrimination Procedures Policy establishes procedures to address and investigate allegations of discrimination or harassment based on race, sex, gender, ability status, and other identity characteristics that are protected by law and included in the College's Non-Discrimination Policy. These procedures apply to students, faculty, and staff. The Procedures include provisions for a formal investigation process, as well as an Alternative Dispute Resolution process. Reports filed under these procedures would be managed under the Division of Inclusive Diversity, Equity, Access, and Accountability (IDEAA) and/or Human Resources.

A motion to approve the item was made by Committee Chair Danielle Troyan'92. The motion was seconded and the action was approved unanimously.

##### **II.B. Approval of the Policy to Support Pregnant and Parenting Students**

As required by Title IX, the Policy to Support Pregnant and Parenting Students ensures that all students who are pregnant, experiencing pregnancy-related conditions, and new parents, are treated equally and protected from discrimination. The policy prohibits discrimination based on pregnancy and parenting status, describes reasonable accommodations for pregnant and parenting students, and prohibits harassment and retaliation. The Title IX Office would manage the implementation of this policy, with support as needed from the Office of Accessibility Services and the Office of Human Resources.

A motion to approve the item was made by Committee Chair Danielle Troyan'92. The motion was seconded and the action was approved unanimously.

##### **II.C. Approval of the Maryland Higher Education Commission (MHEC) Cultural Diversity Report**

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.

A motion to approve the item was made by Committee Chair Danielle Troyan'92. The motion was seconded and the action was approved unanimously.

The meeting adjourned at 10:56 a.m.