Opening Question
What are bad recommendations you hear in your profession or area of expertise?
Shared by Cabot, Sessoms, Allison, Duncan

Departmental Updates
- Cabot – update re: assessment – September 1 is the absolute deadline, so August 1 is a good deadline to internally submit items and give committee time to review/complete
- Workman – students will be loaded into a portal together in CougarConnect to be able to push out strategic messaging and asynchronous opportunities. Will be hosting 3 Orientation After Dark (Fridays in July) and 2 virtual involvement fairs. Updates from Weeks of Welcome targeted for 1st week of July. Recommended recruitment schedule (1st week in October) is looking to be approved by NPHC, waiting to hear from IFC, looking into ways to host virtually.
- Duncan – Counseling Center is putting together a virtual chat opportunity for students to connect with counselors and be heard with everything going on.
- Caudill – Indoor meetings will likely be restricted to 30 people or less. Need to proactively prepare students for this and planning our events for transition to Fall 2020. Cande raised a question about catering; not yet in the current proposal, waiting on guidance from Aramark
- Mihal – Soft Docs is no longer a viable option for CDS – hoping to do a testing phase in mid-July to transition to more electronic documents for test proctoring in the fall. Assure accessibility for hearing impaired when planning for videos, audio materials, preparing transcripts or live captioning as appropriate. Working with Mark Staples to test Otter.ai as a campus live captioning solution. Discussing solutions to the muffling of speaking through a mask, especially when thinking of lectures (virtual and in person). CDS will be on the front line for students requesting an exemption to not wear a mask on campus. SHS is investing in samples of see-through masks.

Black Alumni Town Hall – feedback shared by Rochelle Johnson and Alicia Caudill
- Young alums came together to discuss their experiences as students, recorded the meeting for Senior Team to view.
- Rochelle was able to sit in on call, approximately 70 alums on the call. Alums expressed they did not have the best experiences at the College, shared harm experienced in the classroom and in social engagements on campus. Alums were able to share specific, detailed examples, in many cases from years ago. Alums were disappointed that there hasn’t been much change since they graduated, some from late 90’s, early 2000’s). Alums expressed hope at having President Hsu on campus, but also shared some felt they have not been significantly engaged by Alumni Affairs. Hoping to see change for future students at the College.
- Alicia was able to view the recording and has discussed some of the points with members of SALT. Alums used language like “surviving the College.” Alums also deeply care about making the College better for future students. Appears to be a group of alums who have been meeting regularly and care about the experience of students at the College. Opportunity to look at how programs are funded and evaluated. Work to be done around conduct and what resources are available to students. Themes to be shared from the meeting; begin considering how we budget and what feedback we seek. Interview protocol for
division will be reviewed/evaluated – striving to hire more Black and Brown colleagues. Have to strive to improve the totality of students’ experiences.

- Alums shared their experience of incidents such as “redneck parties” hosted by fraternity/sorority life, hanging of confederate flag, instances of conflict/racism with peers in the classroom were not addressed. Conflicts arising from Black students or students of color being the only person of color in their room or in their suite.
- Bias reporting process being put in place.
- Need for a campus wide effort to improve how our Black and Brown staff and students are experiencing the College; we can recruit more staff of color, but must include culture shift for success.

Working Group Updates/Questions and reminder of Today’s Town Hall at 2:00 p.m.

**Budget**

- Vacancies and temporary employees
  - Currently new temp appointments undergo extra reviews, but not anticipating significant reduction of temporary employees in division
- Student Activity Fee budgets to be determined

**Notes/Reminders**

- Mental Health Virtual Brown Bag on July 9 (sent out earlier this week)
- Fall Office Plans
- Cascading Information
- Goals for Performance Evaluations
- Salute Nominations
- Staff Awards – virtual June 24

**Next Meeting:** Thurs. June 25 (via Zoom) - 11:00-12:00

- Opening Question – Stephanie, Susan, Cande, Alicia