

# University Senate Committee Annual Report Student Affairs Policy Committee (SAPC) 2019-2020

Due Date: Submit in MSWord format to [senate@gcsu.edu](mailto:senate@gcsu.edu)

**Committee Name:** Student Affairs Policy Committee (SAPC)

**Academic Year:** 2019 - 2020

**Committee Charge:**

**V.Section2.C.4.b. Scope.** The Student Affairs Policy Committee shall be concerned with policy relating to the general social, cultural, and practical welfare of students, which includes, but is not limited to, policies relating to non-academic areas such as conduct and discipline, grievances and non-academic appeals, financial aid, human services for students (e.g. health center, counseling), organizations, awards, intercollegiate athletics, and other extracurricular activities (e.g. Greek life, residence life, intramurals). This committee also provides advice, as appropriate, on procedural matters that affect the general social, cultural, and practical welfare of the students. <https://senate.gcsu.edu/committee/sapc>

**Committee Calendar:**

Date	Location	Time
9/6/19	Arts & Sciences, Room 116	2:00 p.m.
10/4/19	Arts & Sciences, Room 116	2:00 p.m.
11/1/19	Arts & Sciences, Room 116	2:00 p.m.
1/10/20	Arts & Sciences, Room 116	2:00 p.m.
2/14/20	Arts & Sciences, Room 116	2:00 p.m.
3/6/20	Arts & Sciences, Room 116	2:00 p.m.
4/10/20	Via Email	

**Executive Summary:**

The two main topics of conversation for this academic year included updating Georgia College’s non-discrimination clause to meet the goals as outlined in the GC Diversity Action Plan and to reach inclusive excellence; and addressing how SAPC can support the efforts that are offered at The Hub. The committee’s time was spent meeting with students and administrative campus leaders to discuss issues faced by Georgia College students. The motivation was to understand and advance ways that Georgia College and SGA can better serve them.

**Committee Membership and Record of Attendance:**

**Aggregate Member Attendance at Committee Meetings for the Academic Year:**

**“P” denotes Present, “A” denotes Absent, “R” denotes Regrets (blank denotes non-membership)**

Meeting Dates	09/06	10/04	11/01	01/10	02/14	03/06	04/10
Angela Criscoe –Chair-Senator	P	P	P	P	P	P	
Monica Ketchie – Vice Chair - Senator	P	P	P	P	P	P	
Amelia Lord –SGA President - Secretary	P	P	P	R	P	R	
Jamie Addy - Senator	P	P	P	P	R	R	
Kevin Blanch -Senator	-	P	P	R	P	P	
Shawn Brooks – Non-Senator	P	R	R	R	R	R	
Paulette Cross - Senator	P	R	R	R	R	P	
Sophia Gonzalez, Student	P	P	P	P	P	P	
Dan Lavery – Senator	-	-	-	P	P	P	
Leng Ling – Non-Senator	P	P	P	P	P	R	
Ben McMillan - Senator	A	A	A	R	-	-	
Amy Pinney – Senator	P	R	P	P	P	R	
Joanna Schwartz - Senator	P	P	R	P	P	R	
Cameron Watts, Student	P	P	P	P	P	P	
Diana Young - Senator	P	P	P	P	P	P	

**Motions brought to the Senate floor:**

**Motion Number:** [1920.SAPC.001.P](#)

**Motion Statement:** To recommend including "**non-religion, gender identity, and gender expression**" to Georgia College's Statement of Non-discrimination

Georgia College is committed to the fundamental principle of equal opportunity and equal treatment for every prospective and current employee and strives to create a campus environment which understands, fosters, and embraces the value of diversity. No person shall, on the grounds of **race, color, sex, sexual orientation, religion, non-religion, national origin, age, disability, veteran status, genetic information, gender identity, or gender expression** be excluded from employment or participation in, be denied the benefits of, or otherwise be subjected to discrimination, under any program or activity conducted by Georgia College.

**Non-discrimination Clause**

We read the Georgia College Non-discrimination clause aloud. There is a request to include gender identification to the clause. Although there were suggestions to "hold off" due to USG's efforts in updating the non-discrimination clause, UGA and Georgia Tech have a revised version of their own. Therefore, the committee moved forward in discussions for updating Georgia College's non-discrimination clause.

**Committee Vote:** SAPC voted *unanimously* to bring this forward to the body because we believe that our current statement doesn't go far enough to align with our mission. It's an issue long-overdue for our attention. A vote here demonstrates that it's the will of our Senate to codify our commitment to non-discrimination.

**Senate Vote:** Passed, One opposed.

**Definitions:** (accepted definitions of terms of interest are included from the GLAAD Media Reference Guide)

**Gender Identity** - A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices (see *non-binary and/or genderqueer* or *Gender Non-Conforming* below) Unlike gender expression (see below) gender identity is not visible to others.

**Gender Expression** – External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture. Typically, transgender people seek to align their gender expression with their gender identity, rather than the sex they were assigned at birth.

**(Additional definitions referenced in definitions above)**

**Gender Non-Conforming** A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. Please note that not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming. Many people have gender expressions that are not entirely conventional – that fact alone does not make them transgender. Many transgender men and women have gender expressions that are conventionally masculine or feminine. Simply being transgender does not make someone gender non-conforming. The term is not a synonym for transgender or transsexual and should only be used if someone self-identifies as gender non-conforming.

**Non-binary and/or genderqueer** Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms. The term is not a synonym for transgender or transsexual and should only be used if someone self-identifies as non-binary and/or genderqueer.

**Keywords:** Non-discrimination, Gender Identity, Gender Expression, Gender Non-Conforming, Non-binary and/or gender queer.

**Reason for the Policy:**

This proposal originally came from SGA as an issue that impacts the rules that student organizations must follow in treating all students equally. Such a policy would be appropriate as applied to the entire campus community and that the current policy leaves out specific groups that exist on our campus.

This is also in-keeping with other campuses in the USG. By not keeping our non-discrimination clauses up-to-date with our system's premier institutions we risk not only creating an environment in which students, faculty, and staff are not

adequately protected from discrimination, but we also risk creating the impression of an institution that does not value the non-discrimination that we strive to practice. That impression directly reflects on our ability to attract the highest quality and most diverse and inclusive group of students, faculty, and staff.

In January 2013, President Dorman charged the Diversity Action Planning Committee to develop a plan to address diversity at GC. He stated “While we desire to be an institution that has greater diversity among faculty and students, we clearly have some internal work to do.”

The actionable items included recruitment and retention of diverse students, recruitment and retention of diverse faculty and staff, and creation of an environment on campus and in the greater Milledgeville community that creates a welcoming environment for diverse students.

The DAP Defines Diversity –

The definition of diversity traditionally utilized by Georgia College includes race, color, religion, national origin, sex, age, veteran status, disability, sexual orientation, genetic information, gender identity/expression and socioeconomic class.

In an effort to reach inclusive excellence it requires a focus on underrepresented students who have historically been marginalized within the US institution of higher ed.

The DAP specifically lists Goal #4 as Faculty and Staff Recruitment and Retention Success.

With this expectation to create strategies to increase the diversity of faculty, professional staff and administration at all levels, we must also look at the underrepresented areas of the student body. In an effort to recruit a student body of those who are underrepresented, American Indians/Alaskan Natives, African-Americans/Blacks, Hispanics, Latinos/a, Pacific Islanders and Native Hawaiian, Asians, multiracial, Lesbian, Bisexual, Gay, Transgendered, Queer (LGBTQ) students, first generation and students with disabilities, we must mirror this as role models in our faculty, staff, and administration.

Therefore, being specific in the non-discrimination statement to include Gender Identity, Gender Expression, and Non-Religion, we as a senate body are acting on the goals in our DAP.

Our SGA has a non-discrimination clause that is more updated and inclusive than the one by which Georgia College abides. Over time they’ve continued to modify their non-discrimination clause while ours has remained stagnant. They asked SAPC to consider whether the University statement was inclusive enough and if it was time to improve that. This update has real impacts to how student groups operate and how we as a University treat the people who comprise it. It adds non-religion, gender identity, and gender expression as characteristics that despite not being included until now are valued aspects of expression, worthy of our protection.

The addition of each individual item helps to both convey support for, and protect, people on our campus. These aspects of non-discrimination are included in campuses in our state and in our country.

Typically, we ask our students to learn from us, but in taking on this issue the committee found that our students were dealing with this better than we were.

#### **Other Significant Deliberation (Non-Motions):**

##### **The HUB**

We met with Stacey Milner, Jennifer Graham, and Melissa Gerrior about how SAPC could support the efforts (financial, promotion, etc.) at The Hub. They shared how they were funded (state & grants). They mentioned the Bright House (community sexual assault center) and discussed decreasing services for victims of sexual assault on campus. Shawn Brooks stated there was a legal concern regarding the equity of support for the accuser as well as the accused on campus. The Bright House is currently located in Lafayette Square and will be moved to Central State Hospital. Questions arose as to how GC can respond to this and will continue researching this situation. Emily Jarvis shared that Nadirah Mayweather is thinking creatively about the use of funds and the budget for the Cultural Center. The committee continued to request information on how and if The Hub will be a support facility for students in the future.

Dr. Shawn Brooks provided details on the future of The HUB for FY21 to include the elimination of grant funding, the decision made by the System Office to transfer the provision of Victim Services from campus to a community partner (The Bright House), and securing two Graduate Assistants in the Women’s Center. Employment options for the two grant-funded program coordinators are being reviewed.

## The Bright House

To date, we (including Women's Center Staff) have not heard any concerns from students related to the Bright House. If anyone hears of students not receiving the same level of care as they did from the Women's Center, please contact Dr. Graham. We have on-going communication with the Bright House and are partnering with them to continue to provide our students with the best possible programs and services.

Joanna Swartz shared information regarding NCHA Data regarding LGBT. Discovered LGBT attempted suicide is 6.4% (other students 1%). Therefore, to be a preeminent institution, we want to make sure that we have people of color and specialized counselors who understand that importance and can acquire resources for support at our counseling center.

## Sodexo

SAPC requested a follow up from the previous year's efforts regarding quality and options. Students reported that improvements have been seen. Vegan options were available at events as well as at The Max. However, they are still lacking in transparency, such as sharing information in their surveys. Students would like to see co-op and local farm produce available on campus and concession areas.

## Banner Name Change

Dead names were still a problem, however, Joanna worked with Kay Anderson to get names changed in banner prior to classes starting. Kay sent an email to all faculty to reprint class rosters. This may require continued efforts.

## Bias Reporting / Complaint Portal

We reviewed the student complaint portal available on the homepage of the Georgia College website (located at the bottom). The Dean of students will review each complaint and refer out to the best area on campus to handle the situation. They will be personable but mindful of protected speech. SAPC recommended some adjustments to be made to the portal:

1. Change out verbiage
2. Make it user friendly
3. Include a statement describing that this form is directed to Dr. Tom Miles, Dean of Students, who will then reroute the message to appropriate department.
4. Create a similar statement about who the message/report goes to for the Report Sexual Harassment/Title IX Form
5. Create a separate button on the Student Complaint Portal for "Report an Incident" in addition to the current "Make a Complaint"
6. Check Box to acknowledge students have read their authorization of the Dean to share this information with the appropriate parties

## Zen-Den

Amelia Lord discussed space for students to de-stress. A few locations have been suggested. The library has provided pop-up Zen-Dens and is willing to work with SGA in being strategic in spaces. SAPC suggested that SGA conduct a survey with students to identify if there is a need, as well as research what other universities are doing. A Student Union is being discussed on campus and consultants are involved in making suggestions.

## Counseling Center

A new counselor was hired in the counseling center and efforts have been made in acquiring a vehicle for counseling services to use as transportation to come to main campus when there is a need. There continues to be a need for counseling services.

## GC Public Safety

We invited Brett Stanelle, Director of Public Safety and Chief of GC Police to discuss efforts involving the crosswalks where accidents happen. In his explanation he stated that Georgia College doesn't own or control roads around campus. Hancock, Clarke, Montgomery are owned and controlled by GDOT. Upcoming meetings with GDOT and GCPD are in place to request data on usage of crosswalks to determine how best to address problem areas.

## Diversity Town Hall

Amelia Lord, SGA President, has discussed planning a Diversity Town Hall. The last time this event took place was her freshman year. However, she has decided not to move forward with the town hall because BSA and LSA's hesitation and the suggestion from Dr. Dennard for diversity days with an educational component, which would take away from the one key focused event. Other key players that SAPC suggested as support for the diversity town hall included Alumni

Association and Dr. Dorman. The committee encouraged her to continue planning the town hall although no progress was made.

### **CoronaVirus & International Students**

Sabrina Hom brought to the attention of SAPC that communication from one of her international students was being advised not to travel and what services were being provided by the University during Spring Break for those who weren't traveling. Jason Wynn from the International Center shared the email that went out to students which states, "*We encourage postponing or canceling any spring break travel considered a risk by the CDC.*" Locations were listed along with the CDC travel guidance information and further information. Monica Ketchie reported that the International Center is doing a great job communicating with faculty who are conducting study abroad trips. No further information has been provided about the services available for those who will not be traveling during spring break.

### **Ad hoc committees and other groups:**

None

### **Committee Reflections:**

The committee accomplished many tasks through the facilitation of discussions and collaboration with a variety of faculty, staff, administration, and students across campus. Our key success was passing the motion to change the Georgia College non-discrimination clause in an effort to reach inclusive excellence. The motion passed unanimously in SAPC, and one opposed in Senate.

Although this committee held discussions and set forward ideas for change in various areas, the key topic revolved around The Hub, student support, and counseling services. We recognized the increased need for counseling services and the support of all students who may have experienced an incident or traumatic experience inside and outside of the classroom.

Faculty, staff, and student committee members were engaged in addressing the concerns brought to the table. As a team, the committee sought resolution or explanation of the concerns at hand by inviting and asking questions of administrators and key facilitators on campus.

### **Committee Recommendations:**

- The committee recommends that SGA host a Diversity Town Hall, with the planning efforts to start early. The SGA President, Amelia Lord, was presented with challenges in her planning efforts, which may have been overcome if planning had started earlier.
- The committee recommends continued efforts in promoting and monitoring the content that comes from the Student Complaint Portal. Although many of the complaints will not be in the purview of SAPC, there may be issues that arise in which SAPC can collaborate with administrators, key facilitators, other faculty, staff, and students in addressing repeated complaints that fall as policy relating to the general social, cultural, and practical welfare of students.
- Continue conversations with leaders at The Hub on how SAPC can offer support, promotion, and collaboration for their efforts in providing services to Georgia College students.
- Continue to communicate with Georgia College Police Department and their efforts on safety around campus, specifically crosswalks.

### **Recommend items for consideration at the governance retreat:**

See Committee Recommendations.

### **Appendix: Committee Operating Procedures**

From the agreed upon 2019-2020 SAPC Operating Procedures document:

"The Student Affairs Policy Committee (SAPC) is governed by the Senate bylaws in participating in the shared governance of Georgia College & State University. The members are accountable to the constituents they serve and function as a team to benefit these constituents."

"The SAPC members work cooperatively as a team for the good of the University, the University Senate, Student Government Association, and the Committee."

"Deliberation is informal until there is a motion for committee consideration in which case Robert's Rules apply."