

AGENDA

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call
- IV. Approval of Agenda
- V. Public Comment
- VI. Consideration of Minutes for Meeting held on January 23, 2024
- VII. COMMITTEE REPORTS
 - A. Academic & Student Affairs (L. Gharthey, Chair)
 - B. Board Policy (I. Guzman, Chair)
 1. Approval of the Reaffirmation of the Consensual / Amorous Relations in the Workplace Policy (Res #2024-28)
 2. Approval of the Reaffirmation of the Whistleblower Policy (Res # 2024-29)
 - C. Finance & Facilities (S. Caswell, Chair)
 - D. Personnel and Community Relations (A. Flesland)
- VIII. Report of the Student Trustee
- IX. Report of the Chairperson
- X. Report of the President
- XI. Other Business
- XII. Date of Next Meeting – **March 26, 2024**
- XIII. Adjournment

DUTCHESS COMMUNITY COLLEGE
Minutes
Board of Trustees Meeting
January 23, 2024

Trustees Present: Mr. Michael Francis Dupree, Chair; Mr. Frank Castella, Mr. Stephen Caswell, Ms. Darrah Cloud, Ms. Angela Flesland, Ms. Lisa Gharthey, Mr. Ibis Guzman, Ms. Evelyn Panichi, Ms. Linda Pratt, Ms. Maya Chinkan and Dr. Peter Grant Jordan President

Absent: None

I. The meeting was called to order at 7:07 p.m. by Chairperson Dupree.

II. Ms. Flesland led the Pledge of Allegiance.

III. Roll Call by Ms. Ponticello, quorum present.

IV. Approval of Agenda:

Upon motion made by Mr. Castella, seconded by Ms. Flesland, voted on and duly carried the agenda was approved as distributed.

V. Public Comment

There were no requests to address the Board.

VI. Consideration of Minutes of Meeting held on January 23, 2024:

Upon motion made by Mr. Castella seconded by Mr. Guzman, voted on and duly carried, the minutes were approved as distributed.

VII. COMMITTEE REPORTS

Chairperson Dupree noted for the minutes that all of the resolutions that are presented to the Board for approval are reviewed and discussed at committee meetings prior to the Board meeting.

A. Academic and Student Affairs Committee (L. Gharthey, Chair)

Ms. Gharthey provided the Board with a summary of items discussed at the last Academic and Student Affairs Committee meeting held on January 9, 2024.

Dr. Susan Rogers and Scott Schnackenberg provided an update on Middle States and the commissions request for a supplement report due on

September 5, 2024.

B. Board Policy (I. Guzman, Chair)

Mr. Guzman provided the Board with a summary of items discussed at the last Board Policy Committee meeting held on January 10, 2024.

C. Finance & Facilities (S. Caswell, Chair)

Mr. Caswell provided the Board with a summary of items discussed at the last Finance & Facilities Committee meeting on January 8, 2024.

D. Personnel & Community Relations (A. Flesland, Chair)

Ms. Flesland provided the Board with a summary of items discussed at the last Personnel & Community Relations Committee meeting held on January 11, 2024

VIII. Report of the Student Trustee

Ms. Chinkan reported on upcoming events taking place over the next couple of weeks on campus.

Ms. Chinkan reported on limited services (food & transportation) that were available on campus over winter break.

Ms. Chinkan discussed the upcoming ACCT 2024 Community College Legislative Summit taking place on February 4-7, 2024.

IX. Report of the Chairperson

Chairman Dupree highlighted college-wide activities for the month of January 2024.

X. Report of the President.

President Jordan invited Adam Rathbun and Dr. Raymond Houston to introduce new appointments.

Adam Rathbun introduced Russell Thompkins, newly appointed Chief of Campus Safety and Security.

Raymond Houston introduced Karin Ingham, Interim Associate Dean of the Learning Commons to replace Bonnie Gallagher who is on leave.

President Jordan asked Scott Schnackenberg to provide a short update on spring enrollment numbers.

President Jordan reported on advocacy meetings being held with New York State Legislators centered around state funding and expressed thanks and

appreciation for their work.

XI. Other Business

There was none.

XII. Date of Next Meeting

The next meeting of the Board of Trustees will be held on February 27, 2024 beginning with a Board Workshop at 6:00 p.m. followed by the Board meeting at 6:30 p.m.

XIII. Adjournment

There being no further business to discuss, a motion was made by Ms. Flesland, seconded by Mr. Guzman, voted on, and duly carried, to adjourn the meeting. The meeting adjourned at 7:45 p.m.

Respectfully submitted,

Joia Ponticello
Executive Assistant

VII.

Board Policy

1. Reaffirmation of the Consensual / Amorous Relations in the Workplace Policy (Res #. 2024-28)

Upon a review of the policy related to Consensual / Amorous Relations in the Workplace, the Board Policy Committee is recommending that this policy be reaffirmed.

2. Reaffirmation of the Whistleblower Policy (Res. # 2024-29)

Upon a review of the Whistleblower Policy, the Board Policy Committee is recommending that this policy be reaffirmed.

RESOLUTION NO. 2024-28

Board of Trustees, Dutchess Community College
February 27, 2024

_____ offers the following resolution and moves its adoption:

WHEREAS, in keeping with good governance practices, the Board of Trustees Policy Committee reviews Board and College administrative policies on a regular basis, and

WHEREAS, based upon this review, the Policy Committee has determined that the policy on Consensual / Amorous Relations in the Workplace should be reaffirmed and remain in effect, now, therefore be it

RESOLVED, that, based upon the recommendations of the Policy Committee, the aforementioned policy on Consensual / Amorous Relations in the Workplace is hereby reaffirmed and is to remain in effect, and be it

FURTHER RESOLVED, that the Board reconsider this policy again within five years or earlier should it be determined revisions are needed prior to the scheduled review date.

* * * * *

Seconded by _____

Policy on Consensual/Amorous Relationships in the Workplace

The College promotes an atmosphere of professionalism based on mutual trust and respect. The integrity of interaction among faculty, staff and students must not be compromised. There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as faculty-student, staff-student, and supervisor-employee), therefore faculty and staff must assiduously avoid the appearance or actuality of abuse of power and conflicts of interest in their relationships with students or subordinates.

Although sexual and/or romantic relationships between members of the college community may be entered into voluntarily and start as consensual, they may evolve into situations that could lead to conflicts of interest, accusations of sexual harassment, potential for abuse and exploitation, accusations of favoritism, retaliation, etc.

Therefore, romantic or sexual relationships by an employee of the College with a person over whom they are in a position of direct, indirect or implied power are prohibited.

Sexual or romantic relationships between faculty and/or staff where there is a supervisory or reporting relationship must be reported to the Director of Human Resources Management, who will arrange for alternate supervision.

Marriages or pre-existing relationships are to be disclosed to the Director of Human Resources Management, who will arrange for alternate supervision if necessary to comply with this policy.

Violation of this policy by an employee will result in disciplinary action consistent with applicable laws and/or collective bargaining agreements.

Attachment to Board of Trustees Resolution #2020-10, dated September 24, 2019

RESOLUTION NO. 2024 -29

Board of Trustees, Dutchess Community College
February 27, 2024

_____ offers the following resolution and moves its adoption:

WHEREAS, in keeping with good governance practices, the Board of Trustees Policy Committee reviews Board and College administrative policies on a regular basis, and

WHEREAS, based upon this review, the Policy Committee has determined that the Whistleblower Policy should be reaffirmed and remain in effect, now, therefore be it

RESOLVED, that, based upon the recommendations of the Policy Committee, the aforementioned Whistleblower Policy is hereby reaffirmed and is to remain in effect, and be it

FURTHER RESOLVED, that the Board reconsider this policy again within five years or earlier should it be determined revisions are needed prior to the scheduled review date.

* * * * *

Seconded by _____

WHISTLEBLOWER POLICY FOR DUTCHESS COMMUNITY COLLEGE

PURPOSE:

Dutchess Community College is committed to the highest standards of ethical, moral and legal conduct so as to serve our students and the Dutchess County community to the best of our ability. The College requires Trustees, Directors, Officers, employees, students, student leaders, volunteers and vendors to observe high standards of business and personal ethics in the conduct of their duties, responsibilities and College-related activities. Employees and representatives of the College must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

This Whistleblower Policy (hereinafter “the Policy”) is intended to encourage and enable anyone to raise concerns about possible improper conduct, more fully described below. The Policy establishes procedures for the reporting and handling any knowledge of, or concerns regarding, action or suspected action taken by or within the College that is or may be illegal, fraudulent or in violation of any law, regulation or rule, or policy of the College.

The Policy applies to all employees of the College, who are encouraged to report acts or potential acts of alleged fraud, illegal activity, gross misconduct, irresponsible use of college resources, or dishonest conduct (hereinafter collectively referred to as “inappropriate conduct”) to the attention of the College. Examples of inappropriate conduct include, but are not limited to:

- Being under the influence of any illegal narcotic or a prescription drug without a valid prescription (“illegal drugs”) or alcohol while on duty
- Use of illegal drugs or alcohol at work
- Fighting
- Sexual harassment
- Stealing
- Subjecting any person to severe and/or pervasive discrimination
- Falsifying any business record, including time records
- Falsification of accounts
- Dereliction of a significant job duty or responsibility
- Bribery
- Gross insubordination/ disobedience
- Misappropriation
- Illicit use of personal information (identity theft)
- Destruction of College or personal property
- Bullying
- Violation of College policy

REPORTING AND RESPONSIBILITY:

College employees must report allegations of inappropriate conduct by a College employee to the College's Director of Human Resources, Vice President of Administration, President of the College, or member of the College's Board of Trustees.

All such allegations, excluding those brought against the President of the College, shall be brought to the attention of the President and shall remain confidential to the extent possible. If the allegation involves the President of the College, such allegation shall be reported to the Chair of the Board of Trustees. The allegations should be made in writing and signed by the complainant, but no particular form is required to make the written report.

INVESTIGATIONS:

Allegations of inappropriate conduct shall be promptly investigated by the President or his/her designee. If the allegation involves the President of the College, such allegation shall be investigated by the Board of Trustees. Upon completion of the investigation, findings and recommendations shall be presented to the College's Board of Trustees for appropriate action, which may include referral to the appropriate authorities if criminal activity is suspected.

The President and/or Board of Trustees has the authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation of any report.

NO RETALIATION:

No person who in good faith reports an allegation of inappropriate conduct, shall suffer harassment, retaliation or adverse employment consequences. This Policy does not protect malicious or vindictive reporters who knowingly provide false information. This good faith standard protects those who make a report, even if that report turns out to be incorrect. If the reporter, given the facts they had at the time, believed that the inappropriate conduct they reported was true, they will be afforded protection from any retaliation or adverse conduct. Individuals making allegations inconsistent with the good faith standard may be subject to disciplinary action.

An employee who retaliates against someone who has reported an allegation of inappropriate conduct within the meaning of this Policy, may be subject to discipline up to and including termination from employment.

Adopted by Board of Trustees Resolution #2020-21, dated December 10, 2019

DUTCHESS COMMUNITY COLLEGE
BOARD OF TRUSTEES
ACCT NATIONAL LEGISLATIVE SUMMIT
FEBRUARY 4 -7, 2024

REPORT

A. Advocate for Workforce Development Legislation

I. Support Workforce Pell Grants for Students in Short-Term Programs

Currently, programs must run two-thirds of a year to be eligible for Pell Grants. This excludes many community college workforce-oriented micro-credential programs that greatly benefit both students and local businesses. Community College Trustees and Presidents advocate for lowering the threshold for Pell Grant eligibility to 150 clock hours, as in the bipartisan JOBS Act (S. 161, H.R. 793) and Workforce Pell Act (H.R. 6585), which would increase access to these programs.

II. Enhance the Workforce Innovation and Opportunity Act (WIOA)

WIOA reauthorization legislation should include authorization of the Strengthening Community College Training Grants program, as has been done in A Stronger Workforce for America Act (SWAA, H.R. 6655). WIOA legislation should also facilitate the inclusion of community college programs on the eligible trainer provider list and streamline reporting requirements. SWAA takes a step in this direction by automatically including programs that qualify for workforce Pell Eligibility. A revised WIOA should also support more training, another major focus of the SWAA.

III. End the Taxation of Pell Grants, and Modify the AOTC & LLC

Make Pell Grants tax-free. Under current law, community college students must pay taxes on any portion of their Pell Grants that is used to help meet living expenses. These are qualified educational expenses for which federal student aid is provided; reducing Pell Grant funds by taxing them makes it even harder for the lowest-income students to succeed in college.

Community colleges also support altering the \$2,500 American Opportunity Tax Credit (AOTC) so that Pell Grant awards are not counted against a student's eligibility. This change would help hundreds of thousands of low-income community college students receive the \$2,500 credit each year. These two overdue changes are included in the bipartisan, bicameral "Tax Free Pell Grant Act." (S. 2920, H.R. 3000).

IV. Farm Bill – Support for Rural Community Colleges

Create federal funding streams for community colleges to support rural economic development, particularly in the agricultural sector. Rural community colleges play an increasing role in training workers to support agriculture and ag-related fields. Providing grants to assist community colleges in development and upscaling agricultural and natural resources programs would support the growing need for an agricultural workforce that needs skilled training. This can be achieved through the inclusion of the bipartisan, bicameral Community College Agricultural Advancement Act (S. 1740, H.R. 3425) into the 2024 Farm Bill.

V. Increase access to SNAP to combat food insecurity on campus – a major barrier to student success

– by streamlining access to SNAP benefits for eligible community college students, preventing bureaucratic barriers and increasing participation among eligible students. Support SNAP recipients' economic independence by strengthening the SNAP Employment & Training program for which many community colleges serve as providers by passing the SNAP E&T Enhancement Act (H.R. 5362).



B. Increase Funding to Support Education and Workforce Programs

I. Support Student Access and Success Initiatives

Boost the Pell Grant maximum award, at minimum by an inflationary adjustment, and set the long-term goal to double the Pell Grant from the 2021-22 award year to \$13,000. Pell Grants enable millions of low-income community college students to pay tuition and fees and meet other college expenses and are the foundation of all other student aid. Increasing the maximum award promotes affordability and student success for low-income students, while reducing their need to borrow.

Funding increases should also be provided for key student financial assistance and support programs such as:

- Supplemental Educational Opportunity Grant (SEOG)
- Federal Work Study
- Childcare Access Means Parents in School (CCAMPIS)
- TRiO
- Gear Up
- Basic Needs for Postsecondary Students Programs
- Postsecondary Student Success



II. Support Under-Resourced Institutions

Increase funding for institutional aid programs including Minority Serving Institutions (MSIs), Title III-A Strengthening Institutions; Strengthening Historically Black Colleges and Universities (HBCUs); Hispanic Serving Institutions (HSIs); Tribal Colleges; and other programs serving traditionally underrepresented populations. Robust funding for these programs will help reduce achievement gaps at community colleges and other institutions. Additionally, invest in programs that support student needs and success such as the Basic Needs Grant and the Postsecondary Student Success Grants.

III. Bolster Job Training and Career and Technical Education

Continue to support training programs that lead to jobs in in-demand industries by increasing funding for the Strengthening Community College Training Grants program administered by the Department of Labor, now entering its fifth funding cycle.

Enhance funding for Perkins Career and Technical Education (CTE) programs, Adult Basic and Literacy Education State Grants, state grants under the Workforce Innovation and Opportunity Act (WIOA), and the National Science Foundation's Advanced Technological Education (ATE) program.

C. Focus of Advocacy and Education Meetings

I. Members of New York's Congressional Delegation

- Sen. Kirsten Gillibrand
- Rep. Mike Lawler
- Rep. Marcus Molinaro
- Rep. Pat Ryan

II. Executive Office Representatives

- STEM
- Domestic Policy

III. Federal Agencies

- Dept. of Commerce – CHIPS/NIST
- Dept. of Education
- Dept. of Energy
- Dept. of Labor/Employment & Training Administration
- National Science Foundation (NSF/ATE)
- Dept. of Transportation (FAA)

