

College Council Meeting Minutes February 7, 2019

The meeting of the College Council was called to order at 11:21 a.m.; President Roush presided. The minutes of the November 13, 2018, College Council meeting were approved as distributed.

President's Report

President Roush praised the Board of Trustees for their work. The Board meets three times a year including in once in the fall on campus, once in January in Louisville, and once in April on campus. The Board doesn't conduct a lot of business between meetings other than the Investment Committee which has responsibilities that requires them to meet throughout the year. This is the body that holds Centre in trust and their main responsibility is fiduciary. The Board is involved in all other aspects of the College as well and the work is divided into five or six working committees which do the work and make recommendations to the full board at the Board meetings.

President Roush had recently attended a NAICU (National Association of Independent Colleges and Universities) meeting which includes a wide variety of institutions and has several hundred members, an Annapolis Group meeting which includes approximately 120 of arguably the finest independent liberal arts colleges across America, and an ATI (American Talent Initiative) Group meeting. ATI, founded by Michael Bloomberg, has approximately 129 colleges or universities and consists of schools that must have a four-year graduation rate of seventy percent or better. Of the 4000 plus institutions of higher education across America, there are only about 170 that are eligible to be in this group. All of the institutions involved in ATI are there to better understand our obligation to continue to be a place of high opportunity and high achievement. The ATI group is designed to find a way to bring an additional 50,000 less-advantaged students to our campuses by the year 2025. In all of these meetings, the common theme is that higher education is in a fight to make sure it is meeting the needs of the young people that want to come to college. The process is very complicated and very competitive right now. President Roush wanted our faculty, staff, students, and Board of Trustees to understand that higher education is a challenge, but we have a plan to meet that challenge. Lori Hartmann asked if any discussion took place at any of these meetings regarding a letter that six Senators led by Cory Booker wrote to *U.S. News and World Report* to say think about changing the criteria for how you rate schools and one of the things that they were encouraging was opening up more opportunities to students that normally wouldn't have an opportunity to go to college should be one of those criteria. President Roush responded that there were no specific references to that in the meetings, but the ATI group is focused on that issue.

Deans' Reports

Dean Hays' report included the following highlights:

- There are no new flu cases on campus this term, but there is still new flu cases reported in town.
- Greek Recruitment Weekend was very successful. Over 200 students joined the Greek community. The Greek 101 New Member Education series now begins including classes on addressing negative Greek stereotypes, sexual assault awareness and prevention, and diversity and inclusion. If anyone has any concerns about any hazing issues, please don't hesitate to contact Scotty Rainwater, Randy Hays, or Public Safety. Students were made aware of Centre's zero tolerance policy for hazing. Randy thanked students for their behavior and reported there were zero citations issued during this weekend.
- Mike Spears conducted a QPR suicide prevention training session with the Athletics staff.
- Joel Klepac has a non-violent communication training session for students coming up soon.
- SGA elections are ongoing for three open positions.
- The CC After Dark this Friday, February 8th, is the Live Band Karaoke event.
- Centre will be showing a movie every Thursday evening during the month of February to celebrate Black History month.
- Centre will be hosting the Bonner Congress in October.
- The new RA selection process is underway. RA Pursuit will be held Sunday, February 17th, from 1:00pm to 5:00pm.

- The Adulting 101 series has begun with life-skills classes for our students with topics including human resources issues and salary negotiation, healthy cooking, and financial literacy.

Dean Nesmith's report included the following highlights:

- The Admissions Office worked very intentionally this past summer and through the fall to make some improvements and changes in the way we communicate to prospective students. Admissions got out earlier and more frequently with better messaging. Admissions received good help from Communications in reconfiguring some of Centre's print messaging. Our pool this year had more frequent contact and better contact from us than in years past, but Centre is down ten percent in applications.
- Not sure definitively why we are down in applications because we don't survey students that don't apply, but we do have data of who did apply and can compare that to previous years and we can make some inferences from that, we have intuition, and we have knowledge of what's going on in the broader environment. In regards to the broader environment, the decrease in the applicant pool is not unique to Centre because there are an unusually high number of places that are experiencing a decrease in applications across the board. The next reason we may be down is that Centre experienced an unusual year last year. If you think about the recruitment process as an eighteen-month cycle, it starts in the late fall or winter of a student's junior year of high school. The current high school seniors were in a critical stage of their college search last spring and you don't go through an event like we had last spring without some public relations fallout. Dean Nesmith believes we experienced some of that fallout in the yield last year and we are experiencing some of the fallout in the number of applicants this year. It is hard to definitively correlate the decrease to last year, but there are some segments that rely more on word-of-mouth that are weaker this year including legacy applications that are down over 20%. This is a fairly stable market year after year, so a decrease like that raises questions. Furthermore, the current high school seniors were the first group to start their college search when Centre's cost started with a five. Dean Nesmith went on to say that Kentucky has an image problem and to certain students not from here, Kentucky looks like a scary place. Even in Kentucky, we have feedback that rural Kentucky students think Centre is too liberal. The decrease in applicants was not concentrated in one definable segment, so we are down a little bit in a lot of areas although there are certain segments that are more pronounced than others. The decreases include legacy applicants as mentioned before, rural Kentucky (places not called Louisville, Lexington, Central Kentucky, or Northern Kentucky) applicants are down twenty-two percent, and Governor's Scholars applicants are down thirty percent. Also, Centre has full athletic rosters and with the limited spots available, it is affecting our applicant pool. Centre is doing well with first-generation college students and with students of color. Centre is up in applicants from Tennessee which is our largest out-of-state market and Centre is hold its own in Ohio which is our second largest out-of-state market.
- With all this in mind and in hopes of improving our yield, the Admissions Office is being real intentional in their efforts to make sure that students that apply are getting all of the information in and become actionable so we can make a decision on their status. Furthermore, Centre is going to bestow the blessing of a Centre education on a lot of students this year by helping them out as much as possible financially.
- The goal for the fall is 385 first year students.
- The Admissions Office needs everyone's help in order to reach this goal. There are several opportunities to help including upcoming events. The events include the Diversity, Service, and Leadership Workshop which is scheduled for the following weekend, the Premier Scholars (Brown, Lincoln, and Grissom) weekend which will be held on March 29th and 30th, and the Centre of Attention Day which will be held on Saturday April 13th. Also, there will be an open-campus event for prospective students on Friday, April 12th. Additionally there will be some Yield Receptions in the spring off campus. Please contact the Admissions Office for further information.

President Roush added that we are not in a position where there is any reason to panic. What Dean Nesmith has laid out is a doable plan, but it needs to be a well-executed plan. Centre needs to be intentional and have a good spring at the student, faculty, and staff level.

Interim Dean Cusato's report included the following highlights:

- Faculty have turned in their activities summaries and Division Chairs are going to start going over that information for annual review.
- Faculty have a deadline of Friday, February 8th, to submit proposals to the Dean's Office and the Faculty Development Committee for summer funding.
- Faculty continue to work on general education reform. The subcommittee of CCAS is presenting curricular models on Monday, February 11th. The faculty will review those models and pass judgement on which ones we want to proceed with.
- There are a number of visiting professor searches underway. In addition, there are two tenure-track positions that are on schedule. The tenure-track positions are in History and Art History.
- The biggest and most important job search we have going on is for the new Vice President for Academic Affairs and Dean of the College. This search is on schedule and there are three strong candidates due on campus starting the week of February 11th. There will be advertisements for open forums to see those candidates and everyone is encouraged to attend.
- Centre continues to have conversations about the design of the renovation and expansion of Olin Hall. Those conversations are on track. We don't have a model, but we are close. Centre is still on schedule for groundbreaking at the end of this spring term.
- Centre will be building a new greenhouse and that is on schedule as well.

President Roush complimented Dean Cusato for the job he has been doing and continues to do in the interim. President Roush wondered if our students fully appreciate the job we do to review the work of our faculty. President Roush didn't know of another place that is as intentional about asking the question of how is our faculty meeting the students where they are and then moving them forward. Centre is very deliberate about it and it is an incredibly concentrated experience for the people in the academic program area. President Roush gets the privilege of listening to the process about how we create ever-improving experiences for our students in the classroom. The Dean directs this process, but there are a lot of people involved in these efforts. President Roush felt students should know more about this process. President Roush wanted students to know that the course evaluations they complete are used in the review process.

Faculty Report

There was nothing to report, but Lori Hartmann announced that there is a faculty meeting on Monday, February 11th, where the faculty will elect a new Faculty President since her term will end on June 30, 2019.

Staff Congress Report

Anne Evans reported that Staff Congress has been discussing and researching a variety of different topics, but their primary focus remains on working to recommend a paid parental leave policy for Centre College staff. The Staff Congress has been collecting data from other institutions and also been researching parental policy at Danville-area employers. The Staff Congress will present the proposed policy to Human Resources in the spring. Also, Staff Congress has had an anonymous submission box on the Centrenet Staff Congress webpage where someone can voice a concern, but there hasn't been a way to respond to these submissions. Marsha Crowe came up with the idea that there will be a place on the website where Staff Congress can respond to submissions that they feel they can address. If Staff Congress is unable to respond to certain submissions, they will reach out to Senior Staff to respond to those concerns in the weekly At-A-Glance emails from President Roush. Finally, Anne announced that Staff Spring Madness is scheduled for Tuesday, March 19th, and the theme for year is the Bicentennial.

Committee Reports

Before the beginning of the Committee Reports, President Roush pointed out that that this would be the last occasion for Megan and Patrick Noltemeyer to address the College Council and he asked the members to please acknowledge all of the great work they had done for the College.

For the Convocations Committee, Megan Noltemeyer announced that the form for the 2019-2020 academic year for Convocations is on Centrenet, so anyone can fill that out as you start to plan for programming and

speakers next fall. Also, Megan announced that the spring 2019 Convocation schedule is available online and any changes will be available through the Next Newsletter and the students can see them on Weekly Announcements. Megan did point out the upcoming Press Lecture with Jon Meacham that is scheduled for Tuesday, February 12th, and encouraged everyone to attend.

For the Diversity and Community Committee, Andrea Abrams reported that the Committee is re-engaging with its charge and has several subcommittees working on different projects. One subcommittee is going through the Climate Study and looking at the quantitative and qualitative data to highlight what was in the study and help contextualize the information in terms of how we can present the data to the College community. Once the subcommittee finishes its work, the Climate Study will be put online and made available to the entire campus. Another subcommittee began as part of the Convocation discussion that will be addressed later in this meeting, but the subcommittee evolved into working on a definition for the College of what diversity is and what inclusion is. The idea is not only to define these two terms, but also develop a way of how you do it at the College. Another subcommittee is working on community building, so they are working on a follow-up to the Building Bridges day. There may be a few events that happen this term, but the big idea is to take the momentum from Building Bridges Day and the things that people were interested in and organizing it in a way for small groups to continue throughout the year. Yet another subcommittee is looking at the current Work Plan for Diversity and Inclusion and trying to find things that might be missing from the current plan. The subcommittee will help advocate for things that are needed or look for things that may be needed as the community evolves. The final subcommittee is the Accessibility Subcommittee. This group is looking at making the campus more accessible to everyone in terms of their physical, mental or emotional needs if these needs are currently not being met. This subcommittee is working on a proposal regarding these issues that should be available soon.

For the Planning and Priorities Committee, Patrick Noltemeyer reported that the committee met in January and discussed what defines Centre College. They discussed what are the attributes and traits that set us apart from the other 1,400 liberal arts colleges in the United States and what makes us unique. Patrick reported some of the things that the committee highlighted as most important for our brand, for our definition, and for who we are as an institution:

1. Study abroad done by our faculty members. A lot of colleges have study abroad programs, but they pay third parties to shepherd students when they go to other countries. It is fairly unique for Centre to have our faculty lead those trips.
2. The opportunity to take classes in glassblowing.
3. The Norton Centre, especially in a rural location, which provides free tickets to students in order to provide them with opportunities for so many educational and cultural experiences.
4. The Kentucky location is unique when you look at the landscape of small, high quality liberal arts education institutions.
5. The fact that forty-five percent of our students are athletes is unique compared to other high quality liberal arts institutions.
6. Centre's commitment to financial aid and accessibility.
7. Centre's alumni participation.

The prevailing question with each of these items is how do we better utilize these defining aspects of the College. If these are the most salient aspects of our brand, how do we program more about them, how do we incorporate them more into the daily life of everyone at the College, and how do we make the most of them.

The committee also spent time talking about new ideas for the College when it comes to strategy. The committee discussed the difference that the Norton Center made to Centre in the 1970's when it opened. It was very unusual for a school like Centre and a town like Danville to have the high quality of a Norton Center on our campus and it changed the trajectory of Centre in several ways. The committee spent time discussing what is our next Norton Centre; what is the next thing that might happen for us that would change are trajectory in the same way. A few of the things that were discussed included were doubling down on our arts programs, an

intensely mentored experience for all students, exploring vocational and pre-professional programs as part of our offerings, becoming the first zero emission college in Kentucky, and embracing technology in a variety of ways.

For the Sexual Harassment & Misconduct Committee, Ben Nelson discussed that back in November the College Council renamed this committee to the Sexual Misconduct Prevention and Response Committee and changed its charge. Ben reported that since that time, the committee has been working on their goals for this academic year (see Sexual Misconduct Prevention and Response Committee handout below). Much like Andrea's committee, this committee has broken into subcommittees to work on each of the goals. The five goals are:

1. Conduct outreach to staff and faculty to recruit them to be effective advocates of the College's on-going work to identify and prevent sexual misconduct.
2. Promote additional staff and faculty Green Dot orientations.
3. Update and re-release the staff and faculty statement of support issued last April in conjunction with Take Back the Night.
4. Encourage faculty to include sexual misconduct prevention in their syllabi.
5. Facilitate the development of an annual learning module for faculty about what is and is not appropriate behavior with students with particular emphasis on the classroom dynamic.

Ben stated that the College community received an email on January 9th with a 58 page report attached that discussed the results of a Student Sexual Misconduct Survey taken during the spring term of 2017. Ben thanked Communications and the Title IX team for all their work on this project. The intent of this report was to figure out what did we learn about what is going on in our climate around sexual misconduct and he suggested that everyone should read it. In the report is a framework for prevention. This framework was adopted by the Title IX team as our approach as a College. Ben announced that the Title IX team has some pretty ambitious goals for this academic year as well and he was giving out a handout (see below for Title IX handout) that showed the status of the team's goals as of February 4th. Ben was excited that we are starting to figure out that everyone has a role to play in creating a culture of caring on this campus.

For the Undergraduate Research Committee, Amy Frederick and Karin Gill reported that the committee is responsible for planning RICE every year. The committee will continue RICE as a week-long celebration of research and creative activity. RICE is scheduled for April 8th through the 12th with RICE being on Thursday, April 11th, and the art show in the Jones Visual Arts Center on Friday, April 12th. There is a Convocation scheduled on Wednesday, April 10th, and the speaker is Dr. Christine Mullen Kreamer who is the Deputy Director and Chief Curator at the National Museum of African Art. Her Centre connection is through her husband, Ross Kreamer, who graduated from Centre in 1976. Ross recently retired from the State Department. They both will meet with classes while they are visiting campus and they both will each host a career discussion with CCPD.

In other news, the committee is continuing their discussions about sustainable sources of funding for faculty and students that are involved in undergraduate research. Also, the committee is continuing to talk about updating their website presence. Furthermore, the committee is discussing how it might fit into the new general education curriculum. Finally, the committee is planning to send out an email on Friday, February 8th, calling for submissions for RICE and those submissions will be due on Friday, March 8th.

Student Government Association

No report.

Old Business

No old business was discussed.

New Business

Megan Noltemeyer brought a proposal on behalf of the Convocation Committee addressing one of the student demands from the May 2018 sit-in. This demand was to require students "to attend at least four convocations

that deal with topics of diversity in order to receive convocation credit.” During the negotiations in May, an agreement was reached and the “Centre College Work Plan for Diversity & Inclusion: Fall 2018 and Beyond” included the following: Plans are in place to be certain that there are, as has been true in recent years, a robust number of convocations related to diversity and inclusion. The prospect of requiring students to attend a certain number of such convocations is being considered through the regular College governance process (Section II, D).

Megan stated that this was a very deliberate and intentional process taken up by the Convocation Committee. The committee worked together to have discussions regarding the plan and workshopped advantages, hurdles, and potential alternatives to diversity and inclusion convocations in case the committee decided not to go that way. The committee met with Student Government Association executive council to discuss this matter. Also, Megan and Dean Cusato met with the Intercultural Council regarding this matter.

Most of the Committee’s discussions were based on the following things:

1. Are convocations designed to expose students to ideas that they may not get elsewhere?
2. Are convocations designed to complement curricular and co-curricular student experiences?
3. Are convocations designed to deeply engage students with content?
4. The committee also considered if the current system is the appropriate mechanism to accomplish the spirit of the student demand
5. The committee discussed what it meant to place a “requirement” on students and how that manifest in this way.

The committee took some time after discussions with Dina Badie, Chair of the Subcommittee working on the institutional definition of diversity and inclusion, to think very broadly about what a definition of diversity and inclusion could be. Next, the committee looked at convocations since the fall of 2015 and identified, if we were to loosely use this definition knowing that we are not quite to the College’s definition, how many convocations did we offer that might fit into this definition. It turns out that Centre always has around a third. In the last two years, over fifty percent of the convocations would fit into this definition. After realizing this, it became clear that the committee might want to be more deliberate in communicating that diversity and inclusion is included.

Based on this work, the Convocation Committee’s proposal is:

Convocation Committee Proposal

After considering the student demand, the Convocation Committee members understand the motivation to be that the College increase diversity education and understanding provided for the Centre community, and emphasize the importance of diversity to the entire Centre community. After careful consideration, the Committee has determined that an alternative approach to mandatory convocations will more successfully achieve these goals.

Therefore, the Convocation Committee’s proposes the following:

- The Office of Diversity & Inclusion will implement a discussion/dialogue-based Convocation worth 2 credits each academic year (similar to Building Bridges & Community Day in November 2018).
- The Convocation Committee will seek to have at least one-third of the Convocations offered be related to issues of diversity and inclusion (which has been the case for the past 3 years).
- The Convocation Committee will allocate additional funding for diversity and inclusion themed Convocations.
- The Convocation Committee will work with the Office of Diversity and Inclusion to identify Convocations meeting the definitions adopted by the Diversity & Community Committee.

David Dewitt asked for clarification that the proposal did not include a requirement that students would have to take four diversity and inclusion convocations in order to receive credit. Megan confirmed that was correct. Megan pointed out that the Training Suite that is available to students, faculty, and staff is starting to pick up the opportunities. As we thought about the intention of a convo and then training, we are seeing that those work in line together and the educational opportunities are increasing in regard to diversity and inclusion.

The proposal was approved unanimously.

The meeting adjourned at 12:28 p.m.

Thomas Manuel, Secretary

Present:

Andrea Abrams

Thomas Allen

Katherine Andrews

Maria Apostolova-Mihaylova

Mitchell Collins

Cody Cook

Gary Crase

Marsha Crowe

Brian Cusato

David DeWitt

Jessica Durham

Kendrick Durham

Anne Evans

Amanda Falk

Amy Frederick

Katie Freeman

Mark Galatowitsch

Karin Gill

Mary Gulley

Lori Hartmann

Randy Hays

Kirk Knott

Isabella La Rocca

Kevin Lamb

Steve Lownds

Shawn Lyons

Yvonne Morley

Ben Nelson

Bob Nesmith

Gina Nicoletti-Bellinger

Megan Noltemeyer

Patrick Noltemeyer

Ashley Oliver

Ande Peersen

John Roush

Jamie Shenton

Henry Snyder

Grant Spicer

Michael Strysick

Jo Teut

Julie Wheeler

Shunan Zhao

Sexual Misconduct Prevention and Response Committee
College Council February 7th, 2019

Mission

The Sexual Misconduct Prevention and Response Committee shall engage and educate the College staff and faculty to serve as effective advocates of the College's ongoing work to identify and prevent sexual misconduct. Sexual misconduct is a broad category of behaviors that includes but is not limited to sexual harassment, sexual violence, sexual exploitation, dating violence, domestic violence, stalking, cyber-stalking, bullying and cyber-bullying when based on sex or gender. The Committee will serve as a coordinated part of the College's multi-faceted approach to prevention, support, education, and advocacy.

Members for 2018-2019

Ben Nelson (chair), Meredith Bruner, Sarah Cramer, Kay Drake (ex officio), Jamey Gay, Kat Greenleaf, Mykol Hamilton, Jamey Leahey, Jason Neiser, Gina Nicoletti-Bellinger, Olivia Renfro, Todd Sheene, Jamie Shenton, and Michael Spears

Goals for 2018-2019

Goal 1: Conduct outreach to staff and faculty to recruit them to be effective advocates of the College's on-going work to identify and prevent sexual misconduct. - ***Kay, Jamey L., Ben, and Michael***

Goal 2: Promote additional staff and faculty Green Dot orientations. ***Sarah, Meredith, Gina, and Michael***

Goal 3: Update and re-release the staff and faculty statement of support issued last April in conjunction with Take Back the Night. - ***Ben, Jason, and Todd***

Goal 4: Encourage faculty to include sexual misconduct prevention in their syllabi. - ***Jamie, Mykol***

Goal 5: Facilitate the development of an annual learning module for faculty about what is and is not appropriate behavior with students with particular emphasis on the classroom dynamic. - ***Ben, Jason***

Proposed Statement of Support

We, as Faculty and Staff members of Centre College, recognize the serious concerns about the problems of sexual misconduct on our campus. Sexual misconduct is a broad category of behaviors that includes but is not limited to sexual harassment, sexual violence, sexual exploitation, dating violence, domestic violence, stalking, cyber-stalking, bullying and cyber-bullying when based on sex or gender. Furthermore, we recognize that the more important issue is how we, as guiding members of this community, can help challenge and change the culture and attitudes that lead to these traumatic events. We are committed to supporting all members of our community who are impacted by sexual misconduct. No college campus community can be perfect. Nonetheless, we are dedicated to improving this college through the promotion of safe and understanding environments in our offices, classrooms, and campus events. Our doors are open to listen, help, support, and guide anyone and everyone through their trauma, their recovery, and their growth. We are eager to demonstrate our dedication to the College's ongoing work to identify and prevent misconduct—we want meaningful and long-term change. We remain hopeful that we can, together, build a safer and brighter college for all Centre students.

Centre College's Framework for Comprehensive Prevention Title IX Team 2018-2019 Goals (Status as of February 4th, 2019)

INSTITUTIONALIZATION

The degree of system-wide buy-in, visible commitment, and meaningful investment in effective prevention initiative.

- Conduct intentional College action planning with students, staff, and faculty under the guidance of the College administration. Develop and publish that plan by end of Fall Term. Complete. The document was released to the Centre community on January 9th, 2019
- The Title IX team and the Sexual Harassment and Misconduct Committee will work to identify and clarify the different roles for each. Underway. The Title IX Team and the Sexual Harassment and Misconduct Committee are working to identify and clarify their different roles. Under a recent change approved by the College Council to revise its charge and committee title, the Sexual Misconduct Prevention and Response Committee will begin to engage and educate the College staff and faculty to serve as effective advocates of ongoing work to identify and prevent sexual misconduct.
- Add a member of the Diversity and Inclusion staff to the Title IX Team. Complete. Beginning this year, the College has recruited additional Diversity and Inclusion staff and Ashley Oliver, Director of Diversity and Inclusion Programming, now serves on the Title IX Team.
- Increase staff and faculty awareness and advocacy in preventing sexual misconduct providing opportunities for students, faculty, and staff to serve as facilitators of sexual misconduct prevention workshops. Underway, as the Sexual Misconduct Prevention and Response Committee have begun to plan outreach.
- Report to College Council regularly on the Title IX work through the Sexual Misconduct Prevention and Response Committee. On-going. A report was shared at this fall's College Council meeting and will again be done on February 7th.

CRITICAL PROCESSES

The strategic, collaborative, and research informed translation of resources (staff/budget) into effective policies and program.

- Recruit and assimilate a new Deputy Title IX Coordinator. Complete. Sarah Cramer, Sexual Assault Prevention & Education Specialist in the Office of Title IX reported to work on October 8th, 2018.
- Contract with and bring to campus third party experts to help analyze and communicate survey by end of September. Proposed convocation tentatively to be September 25th. Complete. Campus-wide convocations are increasingly being offered that address sexual misconduct prevention, including Kentucky Attorney General Andy Beshear and third-party experts Holly Rider-Milkovich of EVERFI and Cara Tuttle Bell of Vanderbilt University. The College retained the services of Everfi prevention experts and Cara to provide external guidance as to the college's on-going sexual misconduct prevention work.
- Provide additional continuing education to the College first-responders, investigators, and adjudicators including intersectionality and implicit bias. On-Going. The entire DPS staff (including our newest officers) started the academic year with a daylong implicit bias training session. College adjudicators and investigators attended "Title IX & the Clery Act: Conduct LIVE Hearings that Are Trauma-Informed and Ensure Due Process." The Title IX Team also participates in many seminars including this fall's ACS Legal Services Video Conference "The Impact of Title IX Due Process Issues on Independent Colleges" as well as "The Future of Sexual & Relationship

Violence Prevention in Higher Ed”, “Spotlight on Greek And Athletic Students: How to Bridge Compliance and Effective Prevention”, and “The Future of Alcohol and Other Drug Prevention” hosted by EVERFI and Peter Lake.” Members of The Center for Global Citizenship staff and Title IX Team attended “Clery, VAWA, Title IX & University Travel: Master the Complex Reporting Requirements for Distance and Overseas Study to Safeguard Your Institution” in November.

- Expand the visibility of external experts consulting with the College on sexual misconduct prevention and awareness. As a member of the Campus Prevention Network, Centre is one of over 200 institutions committed to assessing their efforts and striving towards best practice in their prevention programming, policies, critical processes, and institutionalization. Ongoing. In January 2019, the College supported a convocation “Fireside Chat with End Rape on Campus: Looking Towards a More Survivor-Centered Future” where third-party experts from End Rape on Campus (EROC) facilitated a conversation on the future of Title IX and how to further build a trauma-informed and survivor-centered movement.
- Initiate an alcohol working group to discuss the findings in the College’s Alcohol Diagnostic Inventory results. Underway. The Office of Title IX, in collaboration with the Student Life Office and Student Health, is in the process of piloting a student-led healthy substance use task force. The mission of the task force is to combine national data in health promotion with our students’ feedback and energy. Potential project goals are to develop more alternatives to Greek social programming, provide useful and relevant tips (i.e. how to keep track of the number of servings of alcohol in homemade mixed drinks), enhance relationships with DPS, review existing social policies, and workshop useful resources for students who are at-risk and in recovery.
- Continue to incorporate a trauma –informed approach to the College’s prevention work. Underway. The Ampersand Sexual Violence Resource Center is partnering with Centre College to offer a specialized drop in space for all students, faculty, and staff to utilize for free, for a wide a range of services. Beginning in 2019, Ampersand will be offering information about services, drop in crisis intervention and advocacy sessions, information about volunteer opportunities, and education for classes. The drop-in space is for all survivors of any type of sexual violence as well as individuals who would just like to learn more about Ampersand.

POLICY

The values and expectations of the institution and its community, and the system of accountability to uphold and enforce them.

- Conduct outreach with student organization leaders to better familiarize them with Title IX Team and the preliminary Sexual Misconduct survey findings and action planning process. On-going. All student organizations were invited to meet with third party expert Cara Tuttle Bell in October. The Title IX Team has also held several meetings open to all students and have met with the student groups Pride Alliance and SPEAC. Open sessions for interested staff, faculty, and students are being held in mid-February to discuss the CentreSpeaks report.
- Increase visibility of Title IX Team, key policy elements, and support services across campus developing clear, branded, student-reviewed materials that explain the reporting process, the role of responsible employees, and how to provide help to someone who experiences sexual misconduct. On-going. A series of posters with helpful information were posted widely around campus at the onset of this school year and every dorm room was provided a posted flyer as “to how to get help” if needed including on and off campus resources.

- Host forums with students to discuss Title IX processes and policies, with focused topics such as intersectionality. Continuing. On Building Bridges & Community Day, November 1st, members of the Title IX Team facilitated several workshops including Create a “Culture of Caring”, “Make the Number Zero: Sexual Assault Prevention for Everyone”, “Just Talking: Healthy Relationships in the age of Tinder”, and “Do You Like That?”: A Realistic and Intersectional Approach to Consent.” Beginning in 2019, the Title IX Team will host a number of additional forums for students on prevention and support topics.

PROGRAMMING

The intentional development, multi-modal design, and targeted delivery of prevention programs and messages that will maximize impact.

- Provide on-line sexual misconduct/assault prevention education for all students. Complete. In addition to the first-year module that has been historically completed at the onset of school, this year, the College asked all upper-class students to complete the on-line module Sexual Assault Prevention- Ongoing Education in September.
- Continue to roll out the College’s by-stander education program Green Dot including an introductory session for all first-year students. On-going. Launched in 2017, the Green Dot bystander program provides training for staff, faculty, and students on how to identify and intervene in situations that could lead to sexual misconduct. To date, nearly 150 members of our campus community have been trained. This year, all first year and transfer students received an overview of Green Dot during orientation. There were two student workshops offered to all students in November. A set of additional facilitators has been identified and plans are underway to send them to Green dot certification later this spring.
- Support the SPEAC organization in its prevention education, programming, and awareness goals. On-going. Launched in 2015, a working group open to all students called Students for Prevention Education and Advocacy in the Community (SPEAC), has grown to nearly 50 students working to help the College’s prevention education and awareness programming. This year, the group has created and selected officers, been developing a social norms outreach campaign, and a suggested ally program to help students access safe resources during parties.
- Increase outreach and services for underrepresented/ high-risk populations creating culturally adapted, research-informed educational opportunities to diverse student groups to address needs and strategies specific to those communities. On-going. Sarah Cramer since joining the Office of Title IX in October continues to meet with students to establish credible communication and assess needs.
- Provide specialized sexual misconduct training for Athletics staff and student athletes in accord to NCAA guidance. Complete. Since 2014, the Athletics department has provided specialized sexual misconduct training for its staff and student-athletes in accord with NCAA guidance. This year, all student athletes and Athletics staff attended workshops delivered by Dr. Kimberly Dickman with the Airforce Academy.
- E-mail a periodic newsletter to the campus community and maintain/update the sexual misconduct CentreNet site found under Campus Life. In progress. The Title IX Team has partnered with the Office of Diversity and Inclusion to release a joint newsletter at the beginning of each month of the school year. It will be included as the *Title IX Corner*. Needed updates to the sexual misconduct CentreNet are on-going.
- Developing skills-based, engaging workshops with assessments of measurable learning outcomes for student groups, including an alcohol, bystander intervention, and consent workshop for Greek 101 new member education training and other Greek affiliated students, a

healthy relationships workshop for the RAs to facilitate as a hall program, affirmative consent workshop for classroom environments, and a prevention-planning workshop for students interested in learning the mechanics of campus sexual assault prevention efforts. On-going. A number of workshops and classroom presentations above have occurred or are scheduled during this term under the leadership of Sarah Cramer.

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