



2020-2021 Officers:
Chair: Cindy Patterson
Vice-Chair: E. Rosita Nabarrete
Secretary/Treasurer: Liz Weldy
Digital Comm: Autumn Greene

PSO Meeting Minutes

September 16th, 2020

3:00pm; via [Zoom](#)

- 1) Meeting called to order at 3:03pm.
- 2) Guest Speaker: Ashley Edwards, Coordinator for Office of Equity, Inclusion, and Compliance

New TIX Rule effective 8.14.20

What does this mean?

- a) Colleges were required to revise or rewrite their policies and procedures for addressing sex offenses, including sexual harassment, sexual assault, domestic violence, dating violence and stalking.
- b) Our policies are not all that different from before, however some definitions of what constitutes the aforementioned misconduct and the procedures to address allegations are substantially changed.
- c) The specifics of a complaint will determine which process is used.
- d) Biggest changes apply to the “Big 5” – sexual harassment, sexual assault, domestic violence, dating violence, stalking.
- e) Depending on the circumstances, the college may be required to provide a live hearing.

This is where you come in! Several positions need to be filled in order for us to conduct a live hearing and I am looking for volunteers to be a part of our Grievance Process Pool. The roles include:

- f) Hearing officers, appeal officers and advisors. Currently, I am only looking for volunteers to be a part of the pool for hearing officers and appeal officers. Hearing and appeal officers will serve on a 3-person panel. All 3 members are voting members.
 - g) There will be an annual training requirement, typically 2-3 hours
 - h) Must be free from conflict or bias for or against complainants or respondents generally or against individuals involved.
 - i) Must evaluate all relevant evidence objectively
 - j) Use preponderance of the evidence standard
 - k) Must rely on evidence, facts, policy definitions and the standard of evidence – not a gut feeling.
 - l) Credibility determinations – may not draw inferences
- 3) Approval of minutes from April 13th, 2020-Motion made by Kevin Reynolds, motion seconded by Dawn Lesperance.

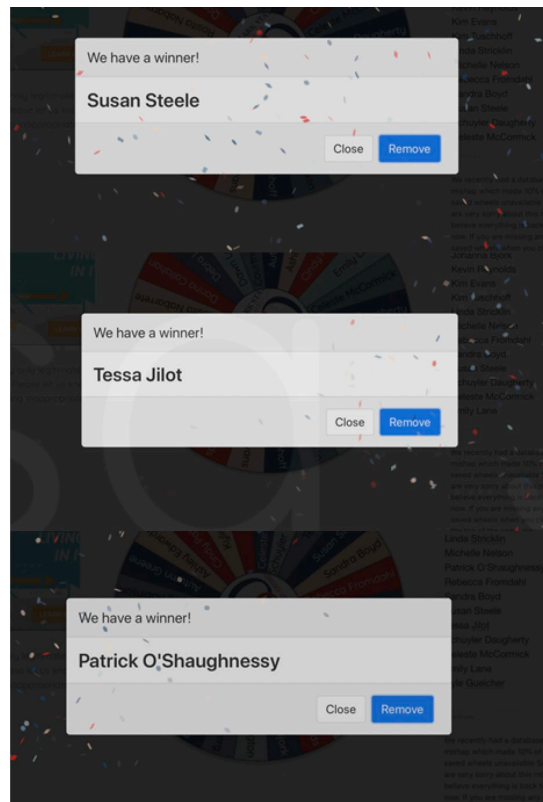
- 4) Goals for PSO this coming year
 - a) Get more participation for payroll donations to PSO—possible drawing for those new members for WarriorBucks
 - i Gift card
 - b) Be transparent on where the funds go

Meeting notes: Those members in attendance were asked to provide additional ideas for goals. No response from the members in attendance but asked for them to email ideas as they might be thought about.

- 5) Committee Reports-email pso@lcsc.edu to sign-up or put it in the chat
 - a) LC Cares (2 people)-no report
 - b) Compensation Review Committee (Cindy and Rosita)-no report
 - c) Functional Area Committee (Grace Anderson)-no report
 - d) PSO Mentors-no report
 - e) PSO Employee of the Year (Angela Meek, just had first meeting)-no report
 - f) Professional Development (Vikki-Chair, not sure about new members)-no report
 - g) Professional Staff Hearing Board (7 people-two-year term)-committee has been activated.
 - h) Winter Revels (1 person)-per report from Dawn Lesperance, Winter Revels will not happen this year
 - i) PSO Donations-no report
 - j) Bylaws Committee (2 people)-no report
- 6) Vice Chair Report
 - a) Calendar of Events
 - i Admissions Office:
 - 1 PNACAC Virtual College Fair – September 15th to December 31st
 - 2 West Virtual College Fair – September 14th – 19th
 - 3 Next Steps Idaho Virtual College Fair September 29th to October 1st
 - 4 NACAC Virtual Fair – participating with live sessions on November 8th.
 - 5 Counselor Days – where we provide the latest updates to high school counselors all over Idaho is happening this week virtually this year. It started on Monday and will be ending on Friday.
 - ii A lot happening for this week for Multicultural Awareness week for those of you on and off campus. September 14th through the 18th.
 - 1 Discover Cultures in the garden – today September 16th and the rest of the week
 - 2 Around the World Scavenger Hunt – today September 16th all day from 7:00 am to 11:30 pm.
 - 3 Around the World with Sodexo is happening each evening at 5:30 pm
 - 4 Virtual World Dance party starting at 9:00 pm.
 - iii October 8th – the Career Fair will be happening virtually through handshake.
 - iv Tuesdays at Two are still happening with President Pemberton. The link can be found on the Monday Message.
 - 1 She will also be hosting two Ask and Answer sessions through Zoom on September 21st and November 5th from noon to 1:00 pm. Again, zoom link and password are on the Monday Message email from this week.

- 2 LC Spirit Days will be on September 29th and 30th. More details to come later.
- v If anyone else has additional events you would like to share, send them over and we can get it added to the meeting minutes. Thank you.

- 7) Secretary/Treasurer's Report- Balance in PSO account, as of 9/15/2020, was \$2,653.69
- 8) Digital Communication Report-No report
- 9) Chairperson's Report
- a) President's Council – all hands on deck for enrollment and retention; face mask policy on campus – if we see someone in a building without one, please politely remind them of the institutional policy; coronavirus update – as of yesterday (9/15), 4 cases, only 1 of those active and NO cases in residence halls
- 10) New Business-New Committee Members
- a) Meeting notes: Cindy Patterson directed those in attendance to the PSO website to review the committees that will need to be filled, asked for volunteers, no one came forward.
- 11) Drawings-Drawing was conducted by Elizabeth Weldy on 9/21/2020 via the Wheel of Fun. Drum roll..... **Winners are Tessa Jilot, Patrick O'Saughnessy, and Susan Steele.**



- 12) Adjourn: Meeting was adjourned at 3:30pm. Motion by Johanna Bjork and seconded by Linda Stricklin.