

AGENDA

ST. PETERSBURG COLLEGE BOARD OF TRUSTEES MARCH 17, 2015

EPICENTER MEETING ROOM (1-453)
13805 – 58TH STREET N.
LARGO, FLORIDA

REGULAR MEETING: 9:00 A.M.

I. CALL TO ORDER

- A. Invocation
- B. Pledge of Allegiance

II. PRELIMINARY MATTERS

- A. Presentation of Retirement Resolutions and Motion for Adoption
 - 1. Michele Gerent (*Attending*)
 - 2. Linda Moczynski (*Attending*)
 - 3. Don Bergamini (*Not Attending*)
- B. Recognitions/Announcements

III. COMMENTS

- A. Board Chair
- B. Board Members
- C. President
- D. Public Comment pursuant to §286.0105 FS

IV. REVIEW AND APPROVAL OF MINUTES

Board of Trustees' Meeting of February 17, 2015 (*Action*)

V. MONTHLY REPORTS

- A. Board Attorney
- B. General Counsel

VI. STRATEGIC FOCUS AND PLANNING

A. STRATEGIC PRIORITIES

- 1. Expansion Plan for Corporate Training and Rebranding (*Presentation*) - Dr. Jim Connolly, Director Corporate Training

B. STUDENT SUCCESS AND ACHIEVEMENT

1. Smart Start Orientation (*Presentation*) – Dr. Jim Olliver, Provost, Seminole Campus

C. BUDGET AND FINANCE

1. FY 14-15 July 1 – February 28 Fund 1 Financial Report and Budget Timeline (*Presentation*) – Ms. Jamelle Conner, Associate Vice President, Business Services

D. ADMINISTRATIVE MATTERS

1. Human Resources
 - a. Personnel Report (*Action*)
2. Construction
 - a. Clearwater Library Update (*Presentation*) Mr. Jim Waechter, Associate Vice President Facilities Planning and Institutional Services

E. ACADEMIC MATTERS

1. Developmental Education Reform Update (*Presentation*) - Dr. Jesse Coraggio, Associate Vice President, Institutional Effectiveness, Research, and Grants
2. Center for Civic Learning and Community Engagement (*Presentation*) - Dr. Susan Demers, Dean, College of Policy Ethics ; Ms. Tara Newsom, Associate Professor, Social and Behavioral Sciences, and Legal Studies and Dr. Joseph Smiley, Dean, Social and Behavioral Sciences

F. WORKFORCE DEVELOPMENT - **None**

VII. CONSENT AGENDA

A. OLD BUSINESS (**items previously considered but not finalized**)

B. NEW BUSINESS

1. GRANTS/RESTRICTED FUNDS CONTRACTS

- a. Florida College System Foundation – Student Success Statewide Impact Funding Opportunity
- b. U.S. Department of Education – TRIO Student Support Services Program – Clearwater and St. Petersburg/Gibbs Campuses

- c. U.S. Department of Education – TRIO Student Support Services Program – Seminole and Downtown/Midtown Campuses
2. BIDS, EXPENDITURES, CONTRACTS OVER \$325,000
 - a. Annual Membership Assessment in Florida College System Risk Management Consortium
3. CAPITAL OUTLAY, MAINTENANCE, RENOVATION, AND CONSTRUCTION
 - a. Final Project Completion and Accounting Approval, Project 186-F-11-3, ADA Bathroom Upgrades, Miscellaneous Renovations and Code Compliance, Palladium.

VIII. INFORMATIONAL REPORTS

IX. PUBLIC ACCESS/UNAGENDAED ITEMS

X. PROPOSED CHANGES TO BOT RULES MANUAL –Public Hearing

- Rule 6Hx23-2.011 – Sexual Harassment and Relationships Policy and Definitions

XI. PRESIDENT’S REPORT

XII. NEXT MEETING DATE AND SITE

April 21, 2015, Epi Center

XIII. ADJOURNMENT

If any person wishes to appeal a decision made with respect to any matter considered by the Board at its meeting March 17, 2015, he or she will need a record of the proceedings. It is the obligation of such person to ensure a verbatim record of the proceedings is made, §286.0105, Florida Statutes.

Items summarized on the Agenda may not contain full information regarding the matter being considered. Further information regarding these items may be obtained by calling the Board Clerk at (727) 341-3241.

***No packet enclosure**

Date Advertised: February 13, 2015

[Confirmation of Publication](#)

[Notice of meeting](#)

Expansion Plan for Corporate Training and Rebranding

Areas of Growth

- The Workforce Institute at St. Petersburg College

- Industry Certifications

- Current
- Planned Expansion

- Pilot program

- Professional Development

- Global Corporate College



Certification Scoreboard

Cert Earned	Business Finance	Health	Manufact	Public Safety	Supply Chain	Technology	Total
2013-2014	79	151	19	49	0	10	308
Goal 2014-2015	119	227	29	74	0	15	462
Actual 2014-2015	175	252	45	335	0	20	825

Current and Projected Industry Sector Certification and Licensure Offerings

Industry Offerings	2014-2015	2015-2016	2016-2017	2017-2018
Manufacturing	8	18	25	30
Information Technology	45	55	60	69
Business and Finance	10	22	25	30
Healthcare	7	23	28	30
Supply Chain Management	8	10	12	15
Public Safety	11	15	18	23
Total	89	143	168	197



24

A Program for IT Professionals

24 includes today's most widely used technology tools and will prepare participants for industry certifications that are based on workforce market demands.

Program includes:

- 1 day of intensive study
- 22 days of online work to create a project portfolio
- 1 day of intensive study and ²⁴ per ha kucha style presentations

Program benefits include:

- One year license to training software
- Flip classroom learning style
- Focused market demands
- Tampa Bay Technology Forum (TBTF) Membership
- Potential to earn college credit
- Understanding of business processes
- Use of LinkedIn
- Exam voucher included in price

Classes available:

- A +
- Agile Development
- Healthcare IT
- HTML5 and CSS
- Java Programming
- Java Script
- Mobile Programming
- Network +
- Security +
- SharePoint Administrator
- SQL Server
- Visual Basic.NET
- Wireless Networking

\$995 per course

Register now



Within Reach

St. Petersburg College

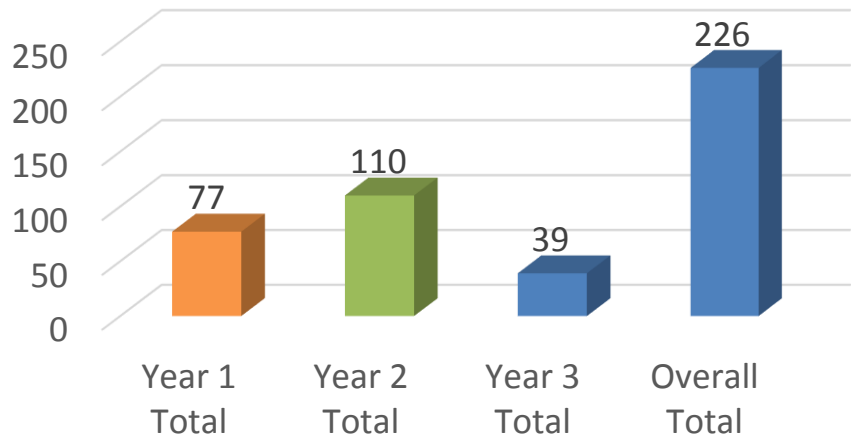
SPC

St. Petersburg College is an Equal Opportunity Institution. 13-0160-01

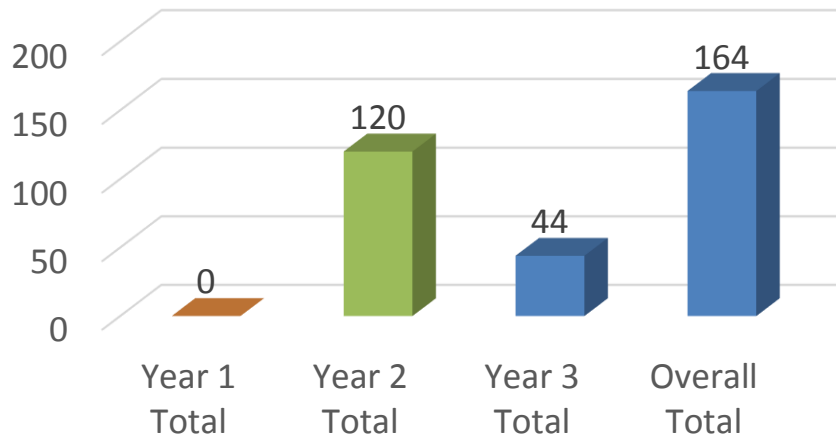


Information Technology Training: The 24 Pilot

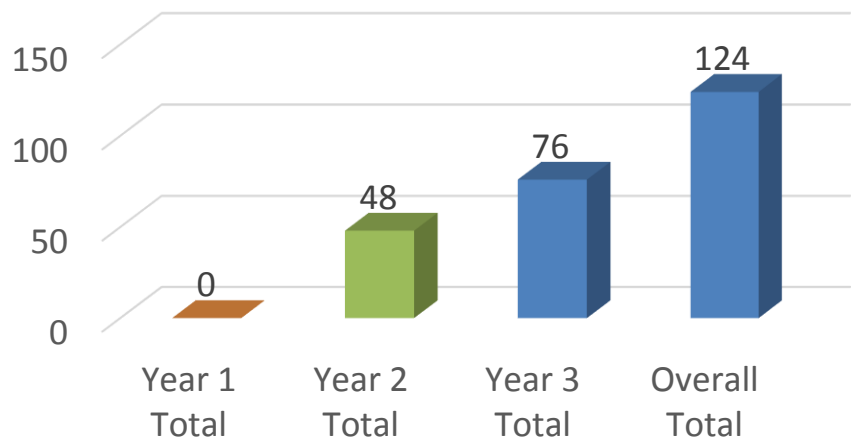
New Participants Enrolled



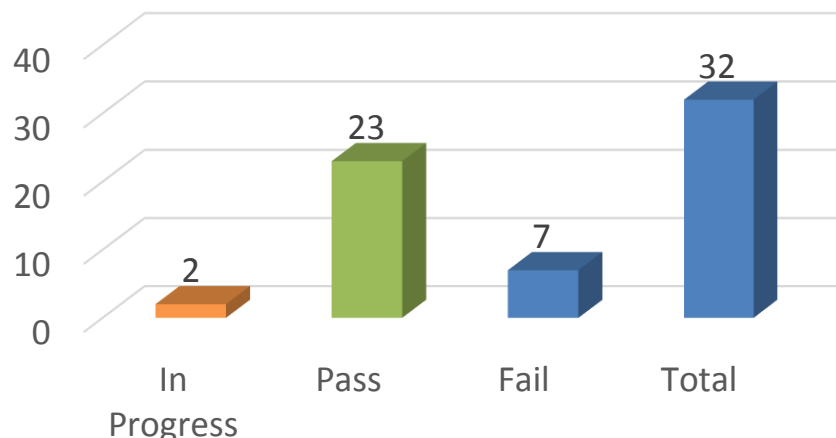
Participants Completing Training



Participants Getting a Job



Participants Earning a Certification



Note:

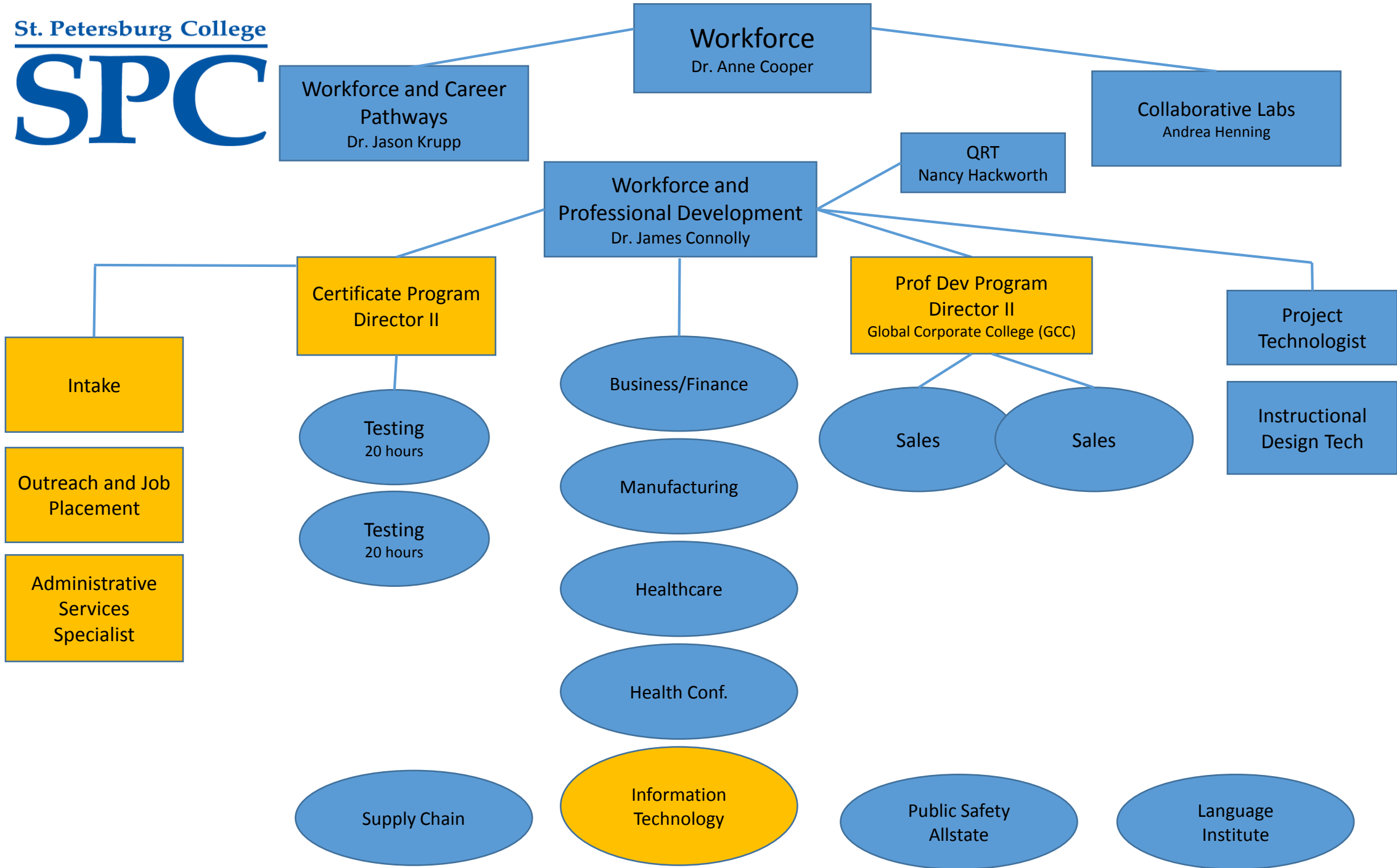
- Year 3 is still in progress
- Testing Center opened at the end of second year.
- Field Experience

Global Corporate College

Global Corporate College is a cooperative providing the highest quality training and performance improvement support to employers worldwide through:

- shared access to innovative and flexible curriculum
- annual intensive training for sales reps
- a variety of proven learning methods
- diverse content areas
- highly qualified subject matter experts
- a dedicated network of 50 community colleges and universities in the United States
- global partners in 24 countries - the largest human capital development network in the world

- Nokia and Harper Community College
- Raymond James and St. Petersburg College



Certificate and Global Corporate College P/L

SPC Position Description	Title	Year 1 2015-2016			Year 2 2016-2017			Year 3 2017-2018		
		Salary	Benefits	Total	Salary	Benefits	Total	Salary	Benefits	Total
Program Director II		\$ 70,762	\$ 21,229		\$ 70,762	\$ 21,229		\$ 70,762	\$ 21,229	
Sr Academic Program Coordinator	IT Coordinator	\$ 46,226	\$ 13,868		\$ 46,226	\$ 13,868		\$ 46,226	\$ 13,868	
Career Outreach Specialist	Intake	\$ 21,624	\$ 6,487		\$ 43,248	\$ 12,974		\$ 43,248	\$ 12,974	
Workforce Job/Internship Coordinator	Job Placement Specialist	\$ 43,248	\$ 12,974		\$ 43,248	\$ 12,974		\$ 43,248	\$ 12,974	
Admin Services Specialist	Admin	\$ 29,848	\$ 8,954		\$ 29,848	\$ 8,954		\$ 29,848	\$ 8,954	
Program Director II	Global Corporate College	\$ 70,762	\$ 21,229		\$ 70,762	\$ 21,229		\$ 70,762	\$ 21,229	
Total Personnel Expenses		\$ 282,470	\$ 84,741	\$ 367,211	\$ 304,094	\$ 91,228	\$ 395,322	\$ 304,094	\$ 91,228	\$ 395,322
Global Corporate College				\$ 40,000			\$ 10,000			\$ 10,000
Total Expenses				\$ 407,211			\$ 405,322			\$ 405,322
Revenue from new Cohorts				\$ 99,500			\$ 250,000			\$ 350,000
Revenue from Corporate Sales				\$ 129,500			\$ 165,478			\$ 196,574
Revenue from General Ledger				\$ 63,615			\$ 66,796			
Net				\$ (114,596)			\$ 76,952			\$ 141,252
Payback to fund balance				\$ -			\$ 65,000			\$ 111,803
Retained Earnings				\$ -			\$ 11,952			\$ 29,449

Certificate and Global Corporate College P/L

SPC Position Description	Title	Year 4 2018-2019			Year 5 2019-2020		
		Salary	Benefits	Total	Salary	Benefits	Total
Program Director II		\$ 70,762	\$ 21,229		\$ 70,762	\$ 21,229	
Sr Academic Program Coordinator	IT Coordinator	\$ 46,226	\$ 13,868		\$ 46,226	\$ 13,868	
Career Outreach Specialist	Intake	\$ 43,248	\$ 12,974		\$ 43,248	\$ 12,974	
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Total Personnel Expenses		\$ 304,094	\$ 91,228	\$ 395,322	\$ 304,094	\$ 91,228	\$ 395,322
Global Corporate College				\$ 10,000			\$ 10,000
Total Expenses				\$ 405,322			\$ 405,322
Revenue from new Cohorts				\$ 400,000			\$ 450,000
Revenue from Corporate Sales				\$ 233,889			\$ 278,667
Revenue from General Ledger							
Net				\$ 228,567			\$ 323,345
Payback to fund balance				\$ 151,803			\$ 78,605
Retained Earnings				\$ 76,764			\$ 244,740

Smart Start Orientation

*St. Petersburg College
Board of Trustees Meeting
March 2015*

- A student success strategies initiative....
- Designated Board priority
- Goal: Students get the knowledge, experience, and skills to use the resources essential for college success/persistence
- First four critical weeks

Smart Start Orientation



- Replaces current New Student Orientation (NSO)
- Non-credit; free to students
- Facilitated by advising staff; key contact
- Required of all new AA and AS degree-seeking students

Important Details



- Learn skills necessary to start classes
- Demonstrate use of MyCourses and baseline computer skills
- Understand core SPC processes and navigate key systems
- Learn and use academic support services

Learning Objectives



- Complete Career Inventory, understand the full range of resources available, and construct a career plan
- Complete additional semesters of the individualized Learning Plan and learn how to update the plan as part of the registration process each term

Learning Objectives, Cont'd



- Prior to the beginning of class: “Getting Started”
- Week 1: “Academic Support Services”
- Week 2: “Navigating SPC”
(Systems, Processes and Where/How to Access Them)
- Week 3: “Career Services/MLP”
- Week 4: “MLP/Career Services”

Five Modules/Sessions

- Blended format: 1 hr., 15 min. in class and...
- Online version available
- Class size of 25; small group work
- Emphasis on hands on; interactive; mentoring
- Graded S/U

Other Class Information



- Follow-up with students missing modules
- Tie-in with SLS faculty
- Rewards or sanctions TBD
- Celebrate....

After SSO...





Questions

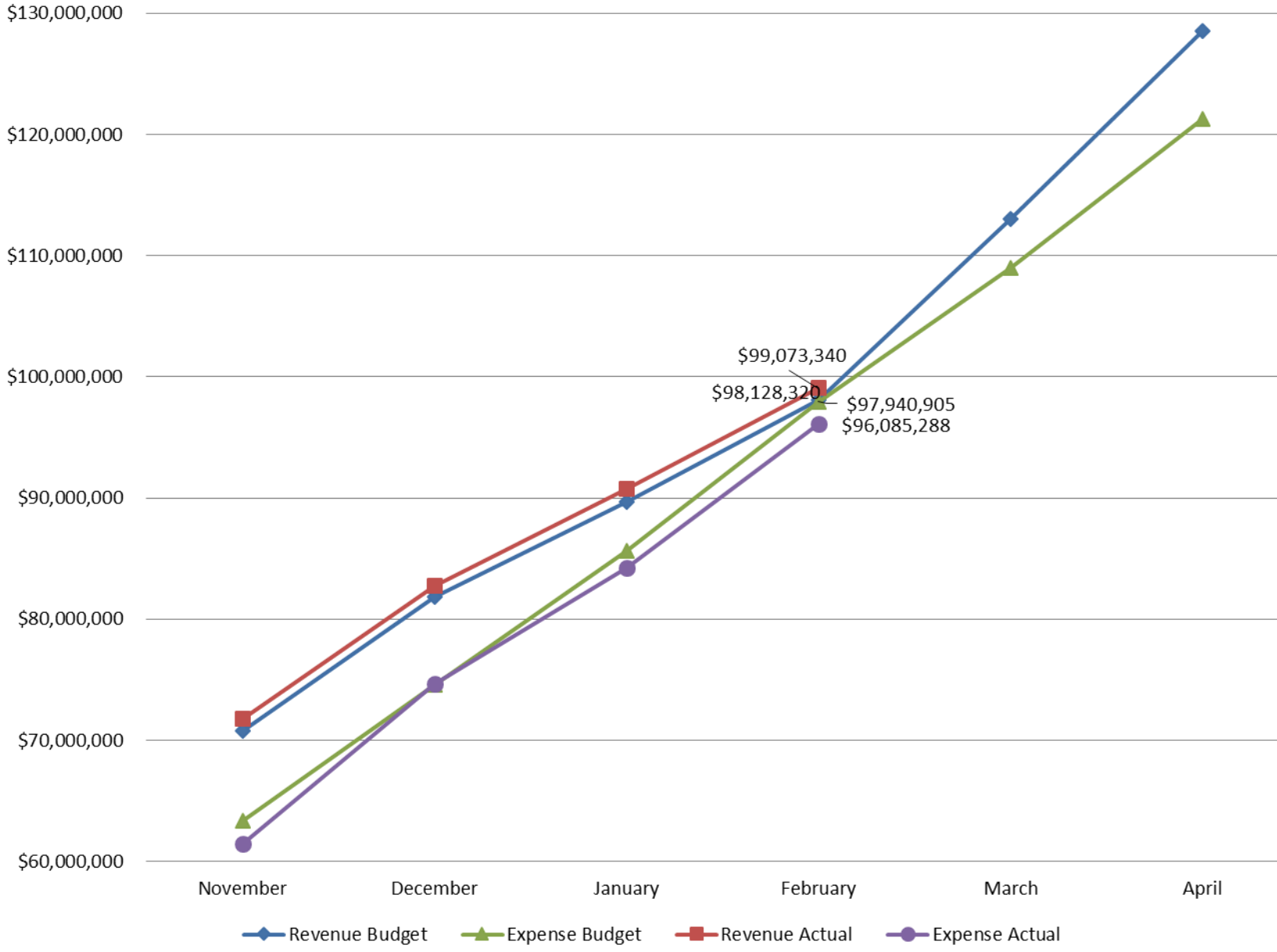




St. Petersburg College
Board of Trustees
Monthly Financial Report

Jamelle Conner
March 2015

St. Petersburg College FY14-15 Fund 1 Actuals



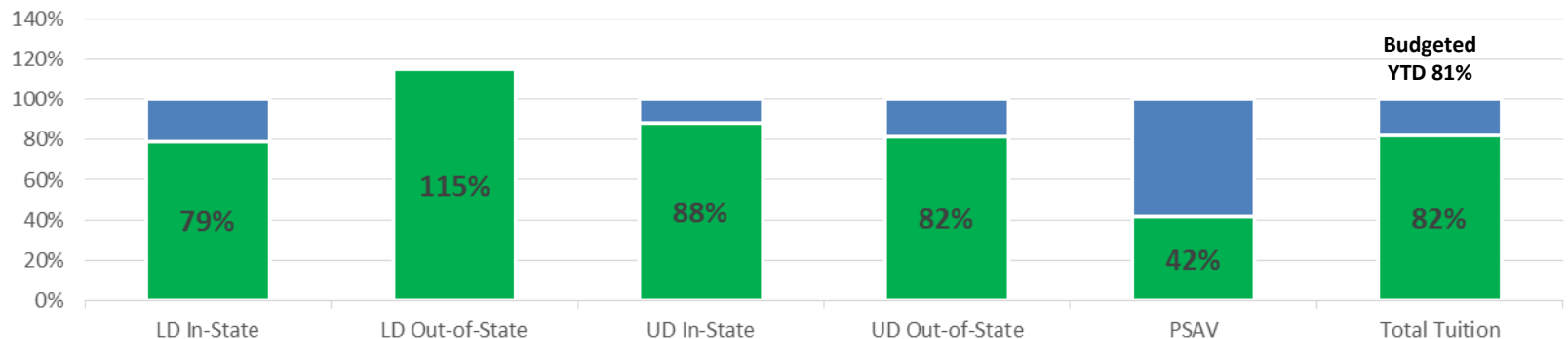
Revenue Focus

ST. PETERSBURG COLLEGE

FY14-15 OPERATING BUDGET TO ACTUAL REPORTING: July 1 - Feb 28

Revenue	FY14-15 Budget	FY14-15 Actual	% YTD Actual to Total Budget	% Tracking to YTD Budget
Student Tuition & Out-of-State Fees	\$ 58,937,969	\$ 48,276,635	82%	
State Appropriation - CCPF	\$ 53,145,924	\$ 35,654,638	67%	
State Appropriation - Lottery	\$ 15,540,962	\$ 3,116,722	20%	
Operating Cost for New Facilities	\$ 336,168	\$ -	0%	
Learning Support Access Fee	\$ 1,931,748	\$ 1,518,696	79%	
Distance Learning Fee	\$ 3,563,035	\$ 3,006,913	84%	
Technology Fee	\$ 2,903,108	\$ 2,362,713	81%	
Lab Revenue Fees	\$ 1,714,401	\$ 1,610,805	94%	
Industry Certifications	\$ 150,000	\$ -	0%	
Other Revenues	\$ 3,390,893	\$ 2,106,315	62%	
Other Student Fees	\$ 1,681,635	\$ 845,751	50%	
Fund Transfers In	\$ 3,145,628	\$ 574,153	18%	
Revenue Stabilization Reserve	\$ 2,173,009	\$ -	0%	
One-Time Non-Recurring Funds	\$ 2,433,328	\$ -	0%	
Total Revenues - Fund 1x	\$ 151,047,808	\$ 99,073,340	66%	65%

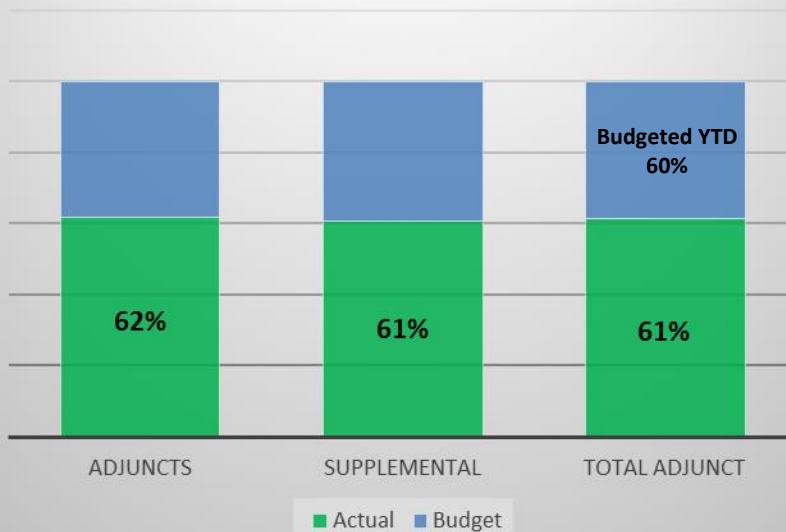
Tuition Revenue Tracking to Budget



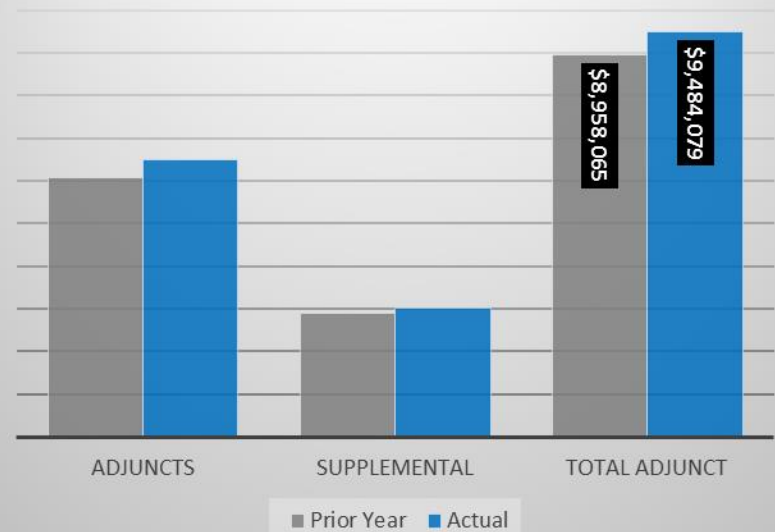
Expense Focus

Operating Costs	FY14-15 Budget	FY14-15 Actual	% YTD Actual to Total Budget	% Tracking to YTD Budget
Personnel & Benefits				
Total Personnel & Benefits	\$ 116,590,454	\$ 77,732,960	67%	65%
Current Expense				
Total Current Expense	\$ 31,128,426	\$ 16,930,239	54%	62%
Capital Spending				
Total Capital Spending	\$ 3,328,929	\$ 1,422,089	43%	76%
Total Operating Costs - Fund 1x	\$ 151,047,810	\$ 96,085,288	64%	65%
Total Remaining Funds (Surplus/Deficit)	\$ 0	\$ 2,988,052		

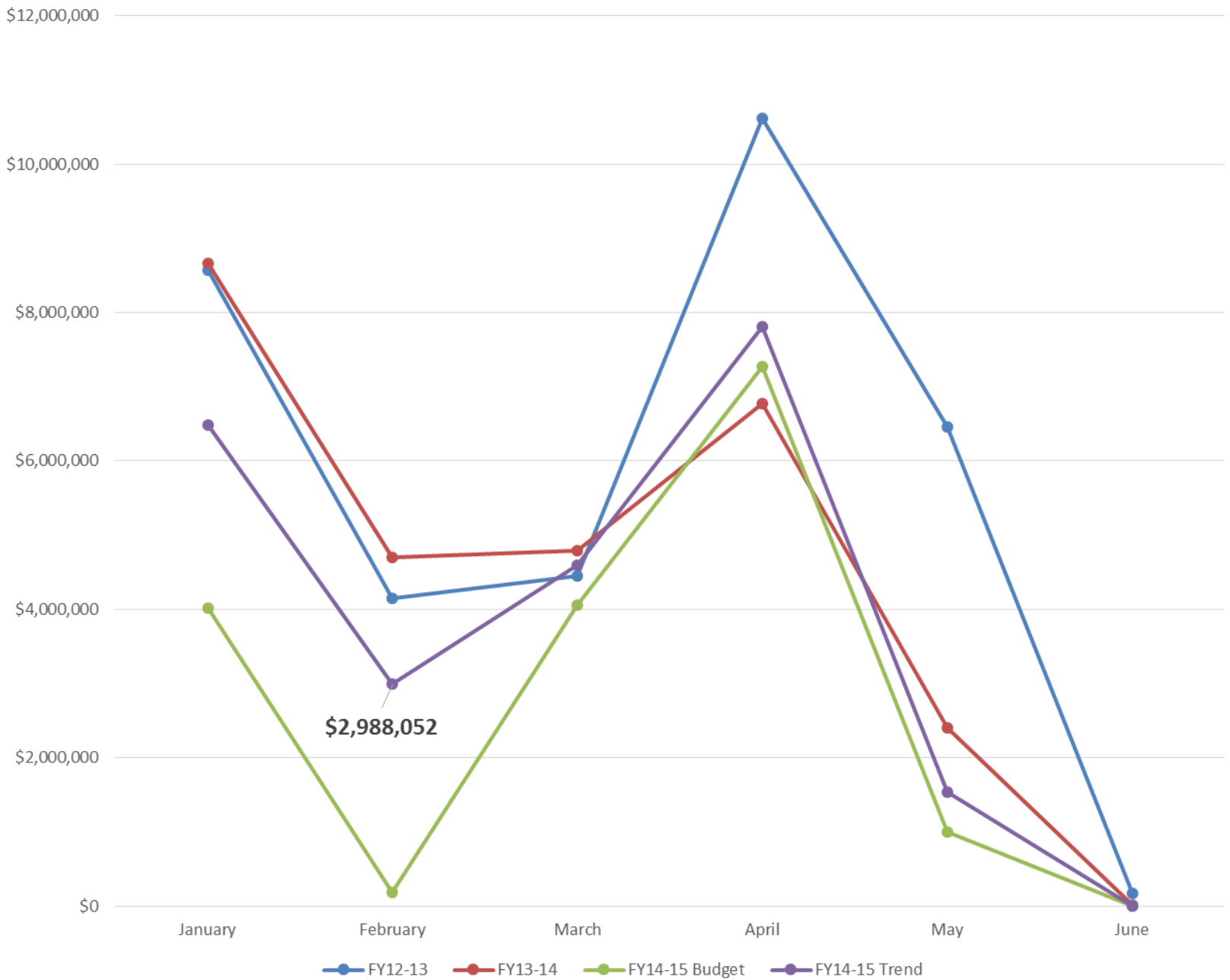
Adjunct Expense Tracking to Budget



Year Over Year Adjunct Expense Comparison



Operating Budget Fund Balance Trends





Questions?

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: William D. Law, Jr., President *WDL*

SUBJECT: Personnel Report

Approval is sought for the following recommended personnel transactions:

HIRE Budgeted			
Effect. Date	Name	Department/Location	Title
2/16/2015	Pierce, Jean E	Special Programs DO	Administrative Svcs Specialist
2/17/2015	Nguyen, Kavin K	Custodial Services SPG	Custodian
2/9/2015	Wilson, Jane E	College of Education TS	Grant Director, Elem Ed Grant
2/23/2015	Brink, Patricia J	Human Resources EPI	Instructional Designer/Facilitator
2/23/2015	Pettay, Michael J	Landscape Services AC	Landscaper
2/11/2015	Young, Mollie M	Marketing & Strategic Comm DO	Multimedia Services Specialist
2/23/2015	Scott, William T	Scholarships/Stu Fin Assist CL	Scholar&Stu Fin Assist Officer
3/2/2015	Beasey, Kimberly A	Acad Effective & Assessmt Epict	Sr Administrative Svcs Assist
2/23/2015	Andrews, Timothy J	Instructional Computing SE	Videographer

TRANSFER/PROMOTION Budgeted			
Effect. Date	Name	Department/Location	Title
1/12/2015	Schneider, Virginia B	Nursing HC	Academic Department Chair
3/2/2015	Castle, Marcia Ann	Provost HC	Administrative Svcs Specialist
2/28/2015	Mosna Jr, Edward M	Campus Security - SE	Security Supervisor
2/28/2015	Mascoll, Jannis J	College Attorney DO	Sr Administrative Svcs Speclst

HIRE Temporary/Supplemental			
Effect. Date	Name	Department/Location	Title
2/17/2015	March, Tina L	Letters SE	Faculty - supplemental
3/9/2015	Berte, Michael P	Associate Provost HC	Instructor, Temporary Credit

2/17/2015	Taylor,Cary	Speech - Letters SE	Instructor, Temporary Credit
3/2/2015	Crowther,Savannah M	Learning Resources SPG	OPS Career Level 1
2/23/2015	Garrity,Kathleen L	Instructional Computing SE	OPS Career Level 1
2/23/2015	Hart,Amy E	Instructional Computing SE	OPS Career Level 1
3/2/2015	Yi,Brian S	Learning Resources SPG	OPS Career Level 1
3/2/2015	Canhasi,Andi	Associate Provost HC	OPS Career Level 5
2/17/2015	Capone,Nicholas	SPC-Downtown	OPS Career Level 5
2/23/2015	Gibbons,Kaitlin M	Natural Science CL	OPS Professional
2/23/2015	Arnold,Wendy C	Fire Science AC	Professional Trainer
3/2/2015	Gordos,John	Corporate Training DO	Professional Trainer
2/23/2015	Hieneman,Kimberly A	EMS/CME - HC	Professional Trainer
2/23/2015	Mead,Stephen J	Corporate Training DO	Professional Trainer
2/23/2015	Miller,Eric E	Fire Science AC	Professional Trainer
2/23/2015	Morales,Nichole	Corporate Training DO	Professional Trainer
3/2/2015	Olson,James R	Criminal Justice AC	Professional Trainer
2/23/2015	Robertson,Donna M	Provost HC	Professional Trainer
2/23/2015	Stanley Jr,Robert W	Emergency Medical Services HC	Professional Trainer
2/23/2015	Stortz,Linda A	Corporate Training DO	Professional Trainer

TRAVEL OUTSIDE THE CONTINENTAL UNITED STATES			
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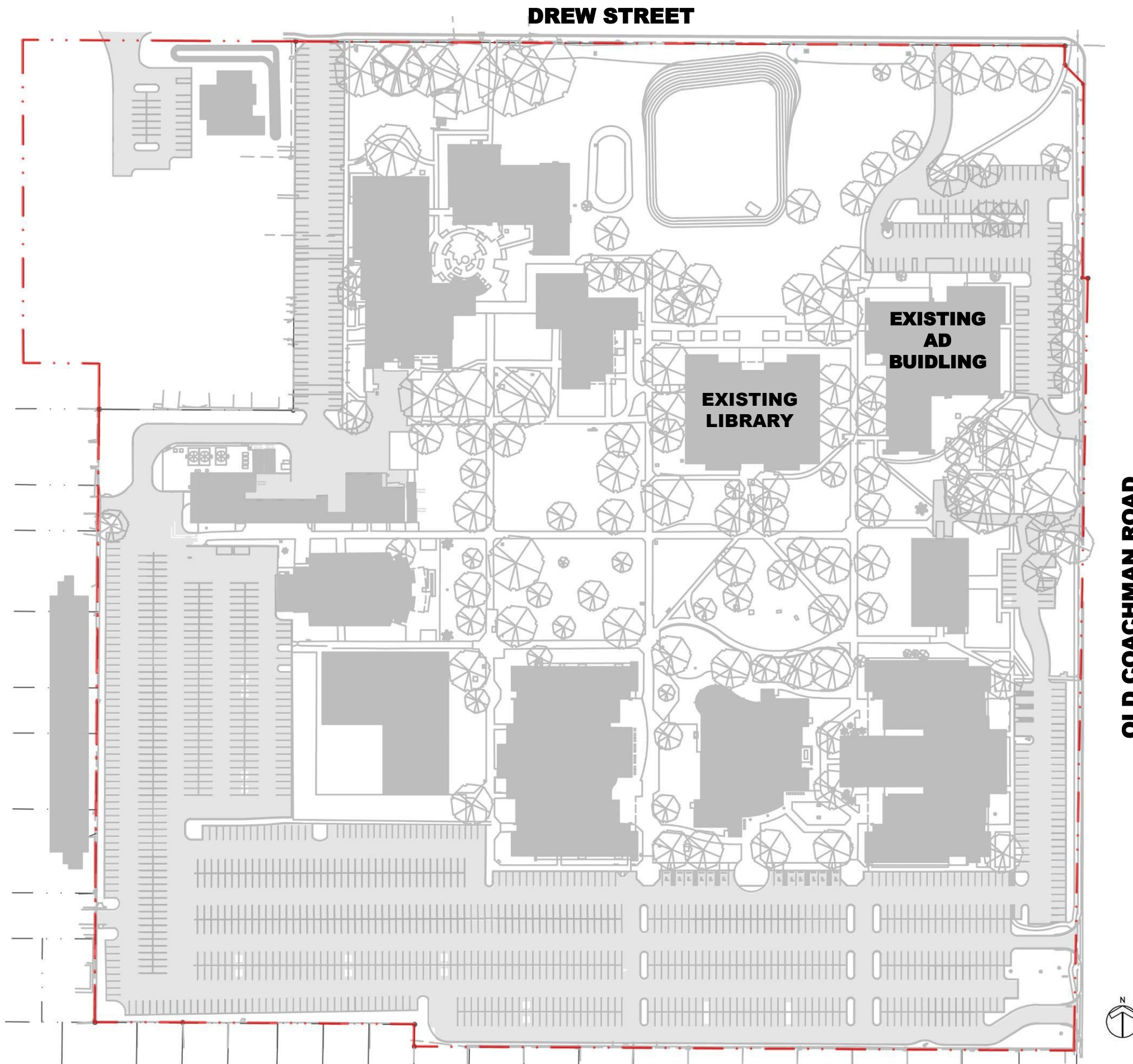
Effect. Date	Name	Department/Location	Title
03/20/15-03/24/15	Benson,Susan	Communications CL	Instructor

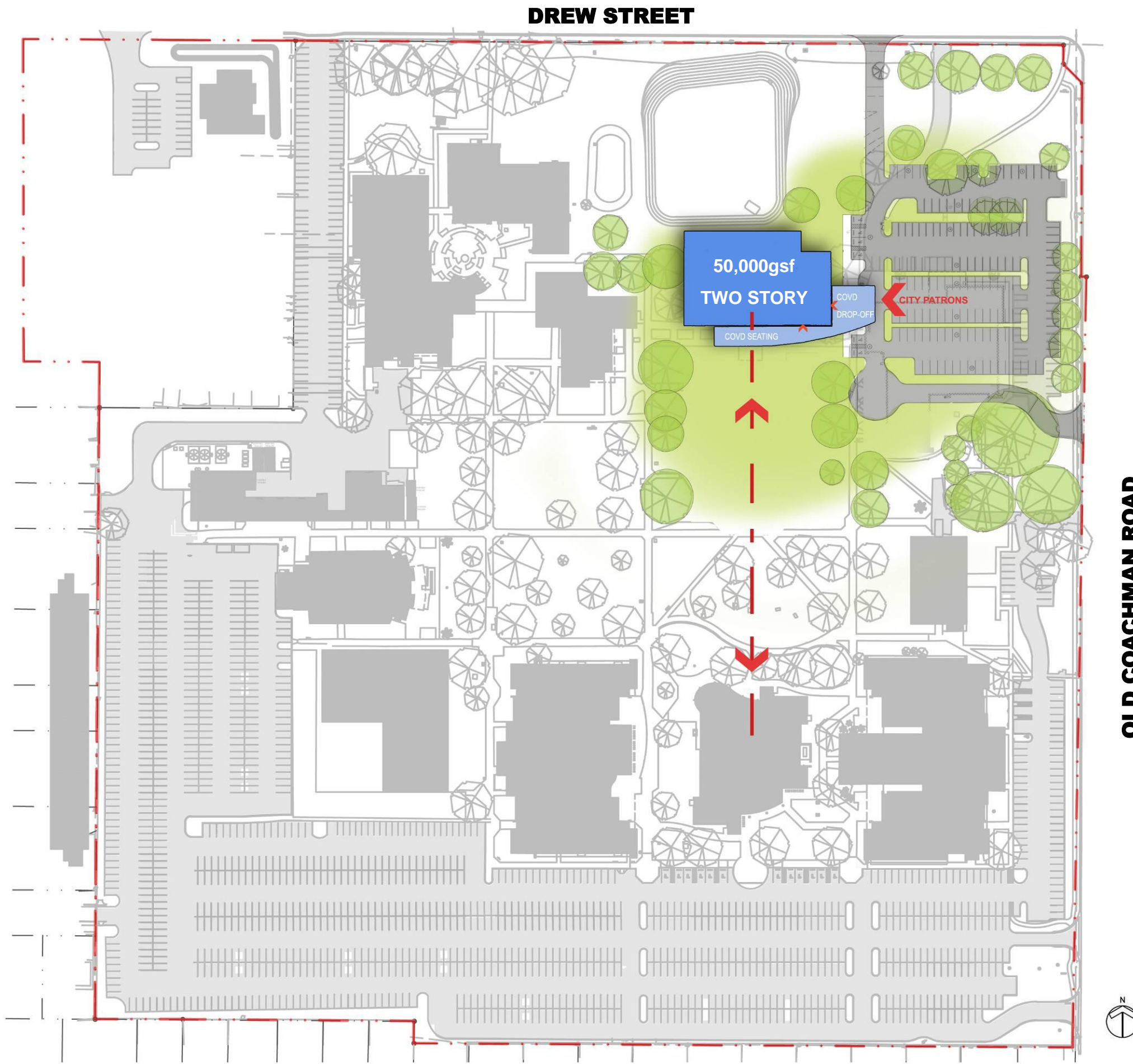
The purpose of this trip is to present a paper at the American Association for Applied Linguistics conference in Toronto, Canada. The benefit to the College is that sharing the results will allow contribution to the Applied Linguistics field and professional growth. Attending other sessions at the conference will allow staying current with language teaching research and best practices in Applied Linguistics, which will directly benefit the students.

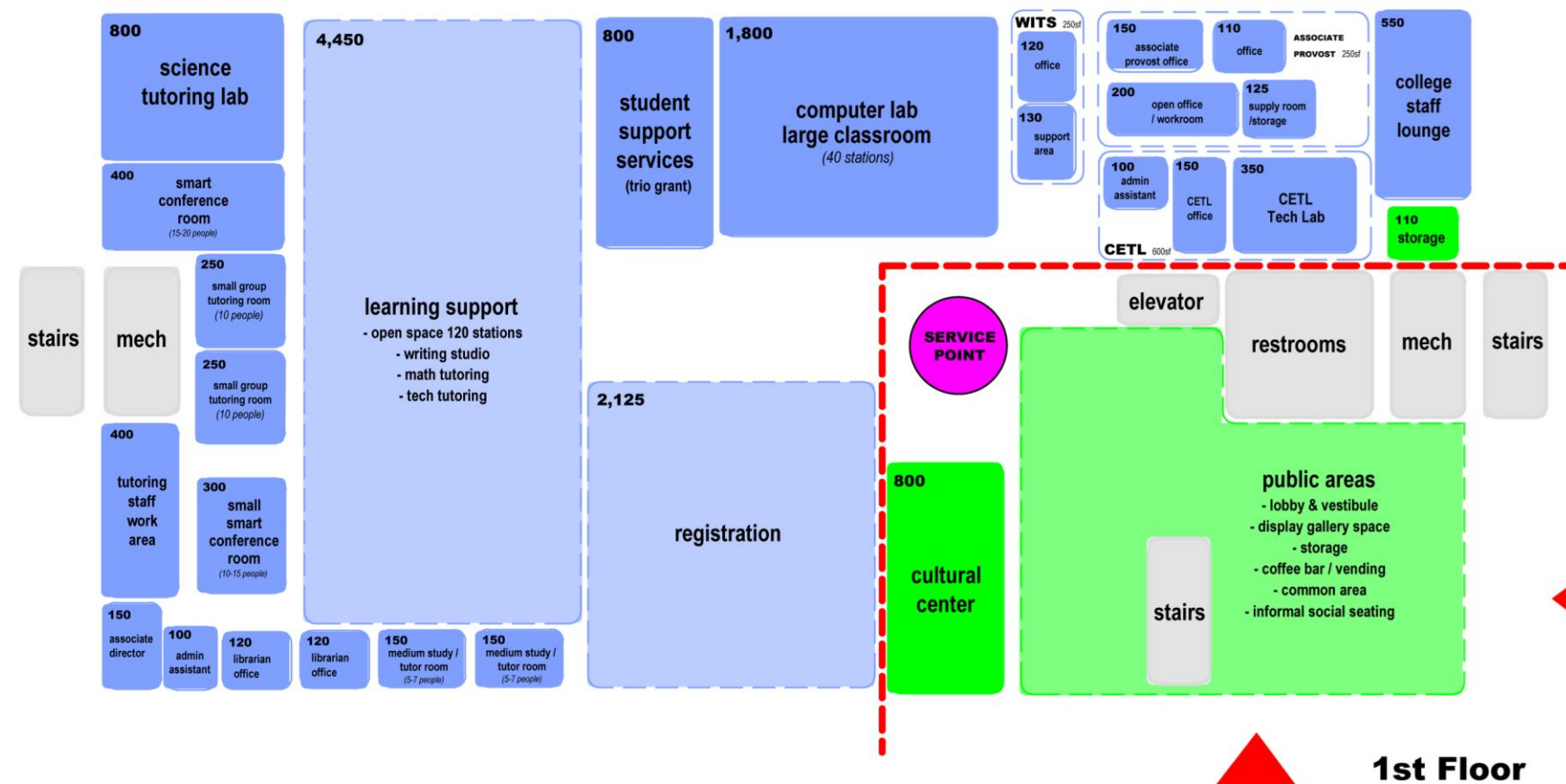
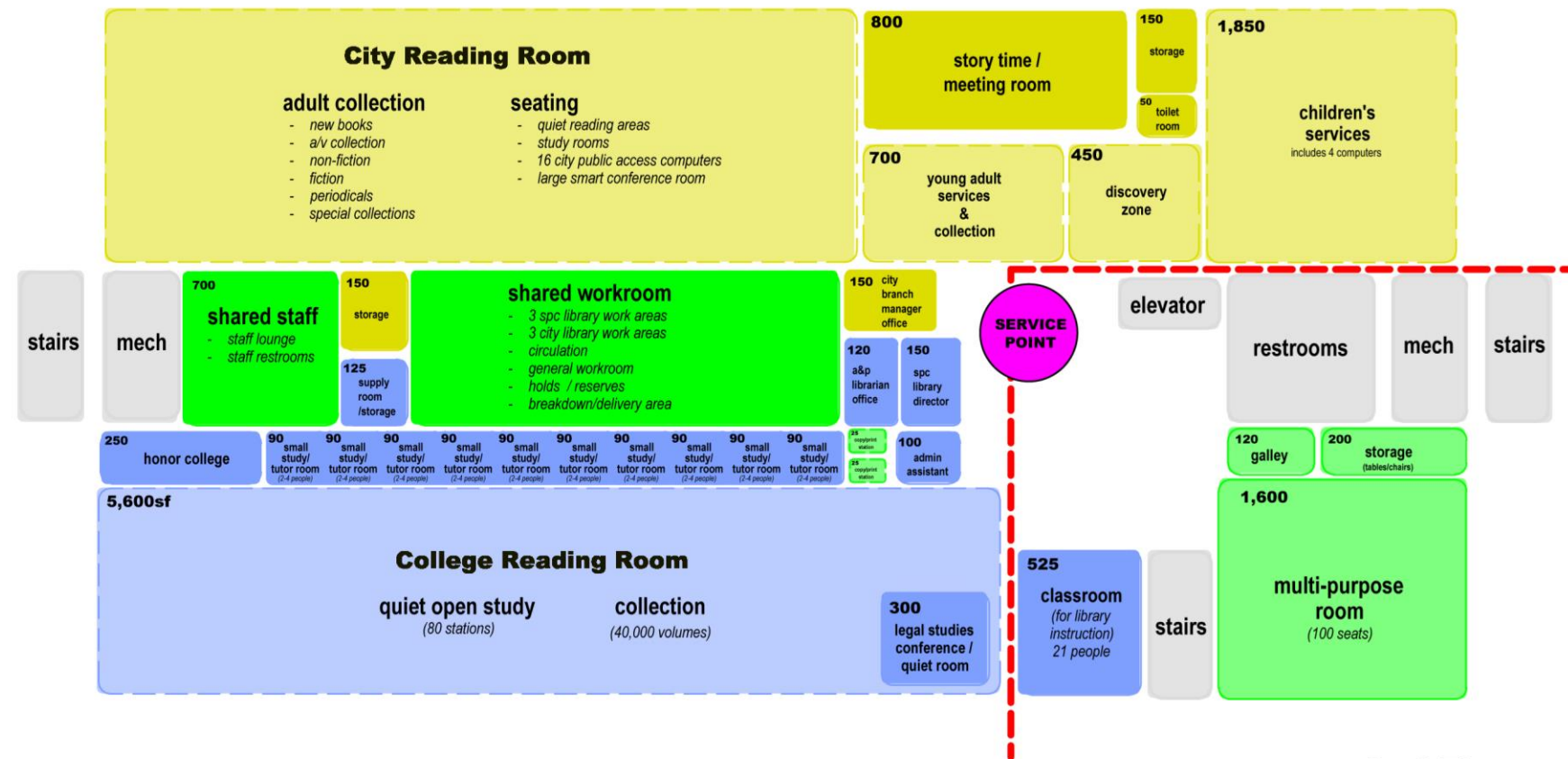
Funded by the Communications Department. Estimated cost to the College is \$438.00

Doug Duncan, Senior Vice President, Administrative/Business Services & Information Technology; Patty Curtin Jones, Associate Vice President, Human Resources; and the Strategic Issues Council Members bringing the actions forward, recommend approval.

Ssw0202715









May 19, 2015

Approval of Agreements and Schematic Design by Board of Trustees

June 3, 2015

Approval of Agreements and Schematic Design by City of Clearwater

November 2015

GMP Approval

January 2016 – December 2016

Construction

January 2017

College Move In

April 2017

City Move In

Developmental Education Reform – Next Steps

*St. Petersburg College
Board of Trustees Meeting
March 2015*

- Recent legislation has allowed students to choose whether or not to participate in Developmental Education courses (flexible placement)
- Fall 2014 Course Success rates were lower for all FTIC student groups
- FTIC Flex Placement students taking Gateway courses against college recommendations had significantly lower Course Success rates (by 12.5% to 20.0%).

January Board Update

FTIC Flexible Placement Students Not Taking College Recommendations

- *Older*
 - Almost 1/3 are 19 to 21 years of age.
- *Slightly More Diverse*
 - 44% are minority students
- *Had low College Experience Interactions*
 - Interactions were about the same between groups, but should have been much higher

Additional Data Analysis

Students Not Taking College Recommendations who were unsuccessful in Fall 2014

- Only 64% returned for the Spring term
- Of those, only 55% retook the Gateway course and only 2% enrolled in a Dev Ed course in the same area this Spring

Additional Data Analysis

- Begin Smart Start Orientation
- Improve identification and communication
- Implement co-requisites for Gateway Courses
- Create Course Completion Milestones
- Work with Pinellas County Schools (PCS) on alignment (CAG Grant)

Strategies to Address Dev Ed Outcomes

- Discussed in the earlier Board presentation
- New orientation program being designed for all new AA and AS degree-seeking students

Smart Start Orientation

- Created Custom Cohorts in Pulse BI to provide better identification and tracking
- Developing customized communications regarding interventions and resources to provide to students

Improve Identification and Communication

- Currently have a writing co-requisite for Composition I - Writing Improvement: My Bridge to Success
- Will be offering a math co-requisite for Intermediate Algebra - Intermediate Algebra Lab

Co-requisite Courses

- Currently 24 credit hours for Composition I and 36 credit hours for Composition II
- Proposed:
 - Composition I By 3rd Term
 - Intermediate Algebra or Exploration of Mathematics and Quantitative Reasoning By 4th Term
 - Composition II By 5th Term (if required in program)

Course Completion Milestones

- Align curriculum and instructional strategies between SPC and PCS
- To ensure that College Faculty and School Teachers have a clear understanding of the Florida Standards
- To improve the academic pathway of students from secondary to post-secondary education
- First of two Collaborative Labs was held on 2/27/15.

Collaboration and Alignment Grant



Questions



Civic Learning and Engagement In and Out of the Classroom

*St. Petersburg College
Board of Trustee's Meeting
March 17, 2015*

“Civic engagement means working to make a difference in the civic life of our communities.

Developing the combination of knowledge, skills, values, and motivation to make a difference...

It means promoting the quality of life in the community, through both political and non-political process.”

Thomas Ehrlich, Ed. Civic Responsibility and Higher Education. 2000

Civic Engagement

“College students who participate in civic engagement learning activities not only earn higher grade point averages but also have higher retention rates and are more likely to complete their college degree. They also demonstrate improved academic content knowledge, critical thinking skills, written and verbal communication, and leadership skills.”

Campus Compact. A Promising Connection. 2010

Civic Engagement as a Strategy to Improve Retention and Success

As an approach, civic engagement as an educational endeavor is effective.

It increases:

- Student learning
- Student retention
- Student graduation rates

Civic Engagement furthers SPC's Strategic Priorities

Preparing students for their responsibilities as citizens in our democracy.

Some Civic Engagement Best Practices:

- Citizenship Ambassador Initiative
- Civic Engagement Homeless Project
- Civic Engagement Collaboration with Pinellas County Schools

SPC Civic Engagement Best Practices = SPC in ACTION

Citizenship Ambassador Initiative: Leading Candidates to U.S. Citizenship



Faculty involving students on campus and in the community with the immigration project.

Civic Engagement Collaboration with Pinellas County Schools



Faculty involving students in the community with Pinellas County elementary and middle schools.

Civic Engagement Homeless Project



Faculty involving students in community engagement and service learning with The Safe Harbor Homeless Project.

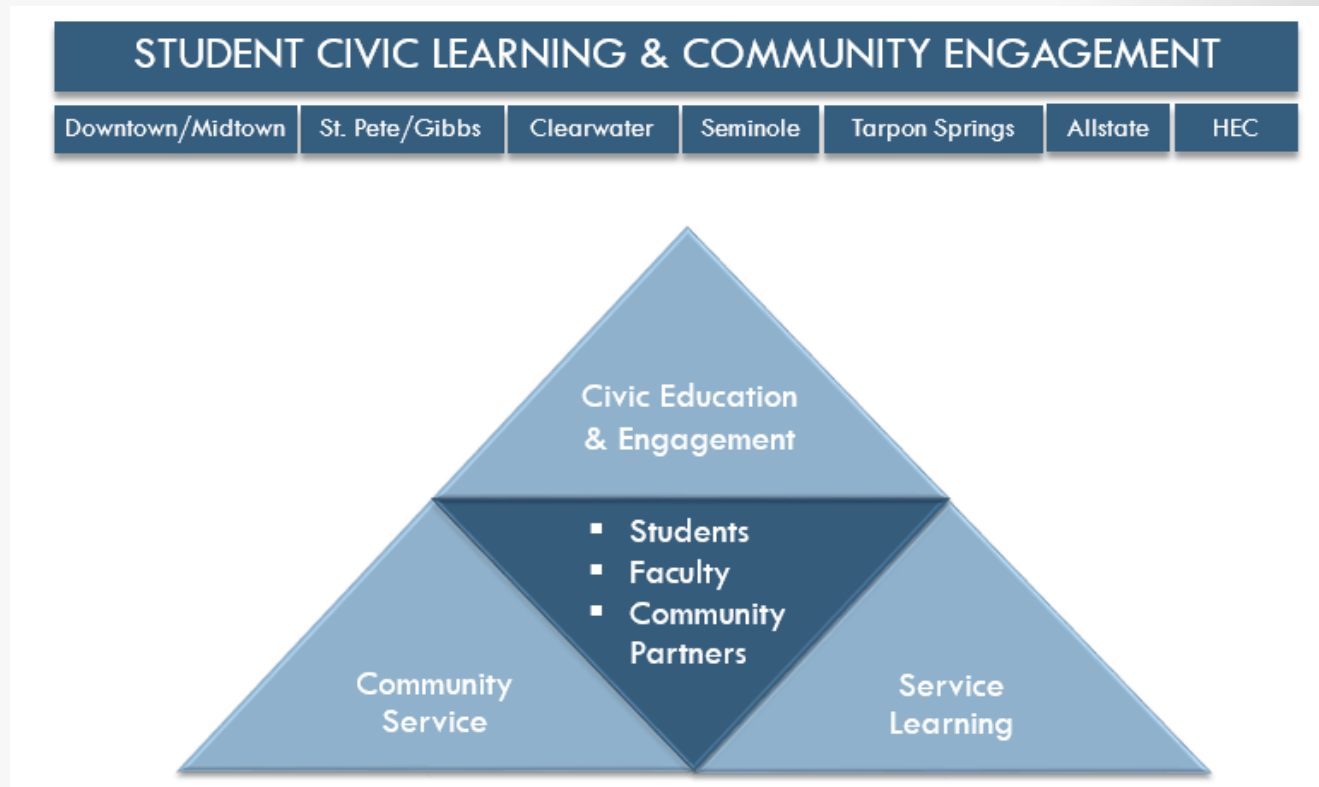
A more structured framework for moving to a new level of civic learning and community engagement...

Center for Civic Learning and Community Engagement

- **Mission:** The Center for Civic Learning & Community Engagement is the coordinating office responsible for developing student opportunities for community engagement and civic learning experiences.
- **Location:** Midtown Campus with Lead Faculty established on all campuses to insure the one college identity.

Establishing Center for Civic Learning & Community Engagement

The Center's programs engage students, faculty, and staff with the community through a range of civic outreach, service learning, and volunteer community service opportunities.




Timeline:

- **July 2015** Open physical office & launch web presence
- **August 2015** Administer Civic Inventory college-wide
- **August 2015** Encourage faculty & staff participation at Welcome Back Meeting
- **October 2015** Participate in 2nd Florida State College System Civic Conference
- **October 2015** Continue the effort at All College Day

The Center for Civic Learning & Community Engagement

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College
FROM: William D. Law, Jr., President 
SUBJECT: Florida College System Foundation – Student Success Statewide Impact Funding Opportunity

Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the Florida College System Foundation (FCSF), by St. Petersburg College for the Student Success Statewide Impact (SSSI) funding opportunity. Permission is also sought to accept an estimated \$15,000 in funding over a four-month period for this proposal, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.

The purpose of this project is to support statewide activities that impact student success policies and practices around meta-majors. Leveraging its work on academic pathways, St. Petersburg College will lead a statewide convening in which representatives from colleges across Florida will discuss their current efforts to implement meta-majors, including sharing successes, challenges, best practices and resources. The *Academic Pathways Summit: Leveraging Meta-Majors to Accelerate Student Success* will create an open and ongoing dialogue between key college stakeholders to increase capacity and momentum as they incorporate meta-majors into their advising plan. This convening will bring together those experts in this area and create a Real-Time Record which can be used as a reference and “how to” guide for colleges as they continue their academic pathway efforts. This meeting will also serve as the kickoff for further conversations between institutions and the State around academic pathways, creating an ongoing network of educational professionals across the state focused on curriculum.

The estimated period of performance will be from March 1, 2015 through June 30, 2015. The total project budget is projected to be \$15,000 over a four-month period. See attached Information Summary for additional information.

Anne Cooper, Senior Vice President, Instruction and Academic Programs; Suzanne L. Gardner, General Counsel; Sabrina Crawford, Executive Director, Institutional Research and Effectiveness; and Margaret Bowman, Director, Curriculum Services, recommend approval.

Attachment

ks0225152

**BOT INFORMATION SUMMARY
GRANTS/RESTRICTED FUNDS CONTRACTS**

Date of BOT Meeting: March 17, 2015

Funding Agency or Organization: Florida College System Foundation

Name of Competition/Project: Student Success Statewide Impact Funding Opportunity (SSSI)

SPC Application or Sub-Contract: SPC Application

Grant/Contract Time Period: **Start:** 3/1/15 **End:** 6/30/15

Administrator: Sabrina Crawford

Manager: Margaret Bowman

Focus of Proposal:

Building off of SPC’s work on implementing the Florida’s meta-major initiative, the College will lead a statewide convening where representatives from colleges across Florida can discuss their current efforts to implement this initiative, including sharing successes, challenges, best practices and resources. The proposed *Academic Pathways Summit: Leveraging Meta-Majors to Accelerate Student Success*, will be a full-day convening inclusive of leadership, advisors, curriculum staff, faculty and academic administrators. The goal of this meeting will be to create an open and ongoing dialogue between key college stakeholders across the state to increase capacity and momentum as they incorporate meta-majors into their advising process. The meeting will utilize a SPC’s Collaborative Labs to facilitate an intensive, tech-driven team session to achieve the goals of the convening. Attendees will leave this day-long session having gained: 1) a tangible and replicable example of how colleges are creating career pathways; 2) relationships with those at other colleges implementing academic pathways; and 3) resources for use at their institution as they continue their meta-major work. Additionally, SPC has engaged Columbia University’s Community College Research Center (CCRC), who are highly interested in playing a role in the Summit, most likely providing the keynote speaker as a way to expand the conversation to include national research and resources on this topic.

Budget for Proposal:

(Only Major categories—This is an estimated budget description based on expected funding and services. Specific budget categories may vary as the funding amount and/or services change.)

Professional Fees	\$ 1,000
Other: Food and Food Products	\$ 2,000
Other: Training/Meeting	\$ 10,500
Admin (10%)	<u>\$ 1,500</u>
Total Budget	\$ 15,000

Funding:


Total proposal budget: (includes amount requested from funder, cash and in-kind matches listed below)	\$ 15,000
Total amount from funder:	\$ 15,000
Amount/value of match:	Cash: N/A In-kind: N/A
Required match or cost sharing:	No <input checked="" type="checkbox"/> Yes
Voluntary match or cost sharing:	No <input checked="" type="checkbox"/> Yes
Source of match/cost sharing:	N/A
Negotiated indirect cost:	N/A
(Fixed) administrative fee:	N/A
Software/materials:	N/A
Equipment:	N/A
Services:	N/A
Staff Training:	N/A
FTE:	N/A
Other:	N/A

College Values, Strategic Initiatives and Activities Addressed:

Value(s):	1. Professional Development 2. Academic Excellence 3. Partnerships
Strategic Initiative(s):	1. Faculty and Staff Development 2. Improved Processes 3. Instructional Support
Strategic Activity(ies):	1. Comprehensive Staff Training

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College
FROM: William D. Law, Jr., President 
SUBJECT: U.S. Department of Education – TRIO Student Support Services Program - Clearwater and St. Petersburg/Gibbs Campuses

Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the U.S. Department of Education, by St. Petersburg College for the Student Support Services (SSS) Program Grant. Permission is also sought to accept an estimated \$1,407,550 in funding over a five-year period for this proposal to support the Clearwater and St. Petersburg/Gibbs campuses, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.

The purpose of the SSS Program is to increase support services to economically disadvantaged, first-generation students who have an identified need for academic, social and/or financial support. This continuation grant will support SPC's SSS program which currently provide services to 160 high needs students per year at the Clearwater and St. Petersburg/Gibbs campuses through a variety of enhanced services including in-depth assessments, academic tutoring, financial literacy programs, mentoring and grant aid (scholarships). Each student will be assigned a dedicated SSS advisor to ensure they are receiving the necessary supports to address their individual challenges. The goal of the program is to provide services targeted at the retention, persistence and graduation rates for these students and facilitate their transfer from two-year to four-year colleges and universities.

The estimated period of performance will be from September 1, 2016 through August 31, 2021. The total project budget is projected to be \$1,407,550 over a five-year period. See attached Information Summary for additional information.

Tonjua Williams, Senior Vice President, Student Services; Suzanne L. Gardner, General Counsel; Linda Hogans, Executive Director Special Programs; and George Carbart, Project Director Student Support Services, recommend approval.

Attachment

ks0226153

**BOT INFORMATION SUMMARY
GRANTS/RESTRICTED FUNDS CONTRACTS**

Date of BOT Meeting: March 17, 2015

Funding Agency or Organization: U.S. Department of Education

Name of Competition/Project: TRIO Student Support Services (SSS) – Clearwater and St. Petersburg/Gibbs

SPC Application or Sub-Contract: SPC Application

Grant/Contract Time Period: **Start:** 9/1/16 **End:** 8/31/21

Administrator: Linda Hogans

Manager: George Carbart

Focus of Proposal:

St. Petersburg College’s TRIO Student Support Services (SSS) Program will support 160 low-income, first-generation, and/or disabled students who are academically at-risk on the Clearwater and St. Petersburg/Gibbs Campuses. Following a comprehensive assessment of the individual student needs, the dedicated SSS advisor will identify, refer and/or provide enhanced services such as tutoring, mentoring, academic progress monitoring, academic advising, career advisement, financial aid/scholarship assistance, four-year college/university tours, transfer workshops/seminars, and cultural activities. As a result, SSS participants will better equipped to successfully complete their preferred college degree and/or transfer in good academic standing to a college/university; and do so at rates equal to or better than non-SSS-eligible students.

Budget for Proposal:

(Only Major categories—This is an estimated budget description based on expected funding and services. Specific budget categories may vary as the funding amount and/or services change.)

Personnel	\$ 898,495
Fringe	\$ 325,530
Participant Training Stipends (Grant Aid)	\$ 85,605
Indirect Costs	\$ 97,920
Total Budget	\$ 1,407,550

Funding:

Total proposal budget: (includes amount requested from funder, cash and in-kind matches listed below)	\$ 1,633,710
Total amount from funder:	\$ 1,407,550

Amount/value of match: Cash: \$226,160 (*covering a portion of personnel, fringe, travel, materials and supplies*)
In-kind: N/A

Required match or cost sharing:	No <input checked="" type="checkbox"/>	Yes
Voluntary match or cost sharing:	No	Yes <input checked="" type="checkbox"/>
Source of match/cost sharing:	General Operating Budget	
Negotiated indirect cost:	N/A	
(Fixed) administrative fee:	N/A	
Software/materials:	N/A	
Equipment:	N/A	
Services:	N/A	
Staff Training:	N/A	
FTE:	N/A	
Other:	N/A	

College Values, Strategic Initiatives and Activities Addressed:

Value(s):

1. Student Focus
2. Academic Excellence
3. Outstanding Service
4. Diversity

Strategic Initiative(s):

1. Outreach
2. Student Engagement
3. Student Support

Strategic Activity(ies):

1. Advising Process Enhancements
2. College Experience Enhancements
3. Learning Support Center Service Model Enhancements
4. Student Success and Out of Classroom Support

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: William D. Law, Jr., President 

SUBJECT: U.S. Department of Education – TRIO Student Support Services Program - Seminole and Downtown/Midtown Campuses

Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the U.S. Department of Education, by St. Petersburg College for the Student Support Services (SSS) Program Grant. Permission is also sought to accept an estimated \$1,100,000 in funding over a five-year period for this proposal to support the Seminole and Downtown/Midtown campuses, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.

The purpose of the SSS Program is to increase support services to economically disadvantaged, first-generation students who have an identified need for academic, social and/or financial support. SPC's SSS program will provide services to 140 high needs students per year at the Seminole and Downtown/Midtown campuses through a variety of services including in-depth assessments, academic tutoring, financial literacy programs, mentoring and grant aid (scholarships). Each student will be assigned an SSS advisor to ensure they are receiving the necessary supports to address their individual challenges. The goal of the program is to provide services targeted at the retention, persistence and graduation rates for these students and facilitate their transfer from two-year to four-year colleges and universities.

The estimated period of performance will be from September 1, 2015 through August 31, 2020. The total project budget is projected to be \$1,100,000 over a five-year period. See attached Information Summary for additional information.

Tonjua Williams, Senior Vice President, Student Services; Suzanne L. Gardner, General Counsel; and Linda Hogans, Executive Director Special Programs, recommend approval.

Attachment

ks0226152

**BOT INFORMATION SUMMARY
GRANTS/RESTRICTED FUNDS CONTRACTS**

Date of BOT Meeting: March 17, 2015

Funding Agency or Organization: U.S. Department of Education

Name of Competition/Project: TRIO Student Support Services (SSS) –
Seminole and Downtown/Midtown
Campuses

SPC Application or Sub-Contract: SPC Application

Grant/Contract Time Period: **Start:** 9/1/15 **End:** 8/31/20

Administrator: Linda Hogans

Manager: TBD

Focus of Proposal:

St. Petersburg College’s TRIO Student Support Services (SSS) Program will support 140 low-income, first-generation, and/or disabled students who are academically at-risk on the Seminole and Downtown/Midtown Campuses. Following a comprehensive assessment of the individual student needs, SSS will provide tutoring services, Student Success Plans, College Student Inventory (CSI), mentoring, academic progress monitoring, academic advising, career advisement, financial aid/scholarship assistance, four-year college/university tours, transfer workshops/seminars, and cultural activities. As a result, SSS participants will better equipped to successfully complete their preferred college degree and/or transfer in good academic standing to a college/university; and do so at rates equal to or better than non-SSS-eligible students.

Budget for Proposal:

(Only Major categories—This is an estimated budget description based on expected funding and services. Specific budget categories may vary as the funding amount and/or services change.)

Personnel	\$ 695,700
Fringe	\$ 257,410
Participant Training Stipends (Grant Aid)	\$ 70,640
Indirect Costs	<u>\$ 76,250</u>
Total Budget	\$ 1,100,000

Funding:

Total proposal budget: (includes amount requested from funder, cash and in-kind matches listed below)	\$ 1,385,625
Total amount from funder:	\$ 1,100,000

Amount/value of match:

Cash: \$285,625 (*covering a portion of personnel, fringe, travel, materials and supplies*)

In-kind: N/A

Required match or cost sharing:

No Yes

Voluntary match or cost sharing:

No Yes

Source of match/cost sharing:

General Operating Budget

Negotiated indirect cost:

N/A

(Fixed) administrative fee:

N/A

Software/materials:

N/A

Equipment:

N/A

Services:

N/A

Staff Training:

N/A

FTE:

N/A

Other:

N/A

College Values, Strategic Initiatives and Activities Addressed:

Value(s):

1. Student Focus
2. Academic Excellence
3. Outstanding Service
4. Diversity

Strategic Initiative(s):

1. Outreach
2. Student Engagement
3. Student Support

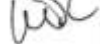
Strategic Activity(ies):

1. Advising Process Enhancements
2. College Experience Enhancements
3. Learning Support Center Service Model Enhancements
4. Student Success and Out of Classroom Support

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: William D. Law, Jr., President 

SUBJECT: Annual Membership Assessment in Florida College System Risk Management Consortium

Authorization is requested to pay the St. Petersburg College (SPC) 2015-2016 *membership assessment* in the Florida College System Risk Management Consortium (FCSRMC) for the policy period of March 1, 2015 through February 28, 2016 in the amount of \$1,653,354. This amount represents a decrease of 5% below the current policy period.

Following are the FCSRMC calculations for the policy period of March 1, 2015 through February 28th, 2016:


2015-2016 Annual Assessment for SPC	80,521
Worker’s Compensation Assessment (Experience)	701,127
Property Value Assessment	871,706
Less Prior Year Refund/Offset	<u>0</u>
Adjusted Annual Assessment	\$1,653,354

Doug Duncan, Senior Vice President, Administrative/Business Services and Information Technology; Jim Waechter, Associate Vice President, Facilities Planning and Institutional Services; and Kara Schrader-Smith, Risk Management Coordinator, recommend approval.

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: William D. Law, Jr., President 

SUBJECT: Final Project Completion and Accounting Approval, Project 186-F-11-3, ADA Bathroom Upgrades, Miscellaneous Renovations and Code Compliance, Palladium.

Approval is requested for Final Project Completion and Accounting Approval, Project 186-F-11-3, ADA Bathroom Upgrades, Miscellaneous Renovations and Code Compliance, Palladium.

This Construction Project consists of upgrading restrooms for ADA compliance, upgrading restroom fixtures and finishes and upgrading the mechanical systems serving these spaces. This project was completed in accordance with college standards including but not limited to sustainable design standards.

The Guaranteed Maximum Price (GMP) for this project was \$332,770.00. The final Accounting summary for this project is detailed below:

Original GMP:	\$332,770.00
General Conditions:	(\$0.30)
CM Buyout:	(\$50.71)
Final Accounting:	\$332,718.99

Doug Duncan, Senior Vice President, Administrative/Business Services and Information Technology; and Jim Waechter, Associate Vice President, Facilities Planning and Institutional Services, recommend approval.

March 17, 2015

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: William D. Law, Jr., President 

SUBJECT: Board of Trustees' Rules

Approval is sought for the following proposed changes to the Rules Manual, which are being submitted for your consideration.

6Hx23-2.011 Sexual Harassment and Relationships Policy and Definitions The proposed changes will: 1) retitle the Rule to: *Sexual Harassment and Relationships Policy*; 2) update the Rule to reflect current regulations and policy; and 3) shift procedural portions of the Rule to a College Procedure.

The current policy of the College regarding sexual harassment is being updated to reflect the provisions of federal regulations and guidance from the Department of Education as it relates to definitions, prevention and awareness, training, reporting and institutional response. Further, this Rule revision serves to shift the procedural portions of the process to an accompanying College Procedure where under provisions and procedures are being updated and enhanced administratively. In that sexual harassment is a form of sex discrimination and misconduct, these provisions are connected and linked to that of the College Procedure on sexual violence and misconduct, and therefore being revised together as part of a broader review of internal process for compliance with Department of Education/Title IX regulations.

Submitted by Suzanne Gardner

Suzanne L. Gardner, General Counsel, recommends approval.

ps:slg0225153

Attachment

6Hx23-2.011 SEXUAL HARASSMENT AND RELATIONSHIPS POLICY AND DEFINITIONS

I. POLICY:

The College is committed to ensuring that each member of the College community be permitted to work, study, and interact with each other in a dignified learning environment, free from any form of sexual harassment. Sexual harassment constitutes discrimination on the basis of sex and is a violation of the College's policies, as well as pertinent state and federal law. The College shall not tolerate such conduct.

The Board of Trustees authorizes the President, or his or her designee, to establish procedures concerning sexual harassment and inappropriate relationships including information regarding available resources, awareness and prevention, reporting, investigation, and resolution.

Applicable portions of the following provisions shall be shifted to a College Procedure

~~Any employee or student who is found to have violated this Rule shall be disciplined and such discipline shall range from one or more of the following: counseling, attendance at a sexual harassment seminar, written admonishment, suspension or dismissal.~~

II. DEFINITIONS:

A. Sexual harassment is defined as:

~~Conduct including but not limited to, an employee's or a student's unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, sexually related jokes, and/or display of pornographic material in the workplace or an academic or student setting (An academic or student setting includes: all settings on campus, off-campus clinical programs, off-campus courses, and off-campus College-sponsored events), when~~

~~(1) submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or an individual's treatment as a student;~~

~~(2) submission or rejection of such conduct by an individual is used as the basis for employment decisions or the treatment of a student, affecting the employee or student; or~~

~~(3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or a student's academic performance or creating a sexually intimidating, hostile or offensive working or academic environment.~~

~~B. Except as provided in Paragraph V., the term "staff" shall include faculty/instructors and all other College employees. In Paragraph V. the term "staff" shall include all College employees other than faculty/instructors.~~

~~III. EMPLOYEE RELATIONSHIPS:~~

~~This Rule applies to all employees. No employee shall engage in sexual harassment.~~

~~A. In the supervisor-instructor/staff context, the term sexual harassment has a broader impact. The fundamental element of such behavior is the inappropriate personal attention, including romantic and/or sexual relationships with a staff member by a supervisor or other employee who is in a position to affect a staff member's career advancement or working conditions. The supervisor-instructor/staff relationships are professional in nature; inappropriate behavior as defined above is unprofessional and undermines the essential atmosphere necessary in the workplace. This unprofessional behavior is subject to discipline.~~

~~B. This Rule applies to consensual as well as non-consensual supervisor-staff or staff-staff romantic and/or sexual relationships where the supervisor or staff member is in a position to affect a staff member's career advancement or working conditions.~~

~~C. Supervisor-instructor/staff or staff-staff relationships should at all times be professional and any conduct by an employee which unnecessarily or unreasonably creates a sexually intimidating, hostile or offensive working environment in violation of the rights of others is inappropriate, unacceptable and is subject to discipline.~~

~~IV. STUDENT RELATIONSHIPS:~~

~~This Rule applies to all students. No student shall engage in sexual harassment.~~

~~A. The student-student relationship, the student-instructor relationship and the student-staff relationship should at all times be respectful of the rights of the others, and any conduct by a student which creates a sexually intimidating, hostile or offensive environment violates the College's Sexual Harassment Rule and may be subject to discipline. For this purpose, staff not only includes College staff, but all~~

~~employees of clinics and agencies affiliated with a College clinical program or course.~~

- ~~B. Students having a consensual romantic and/or sexual relationship with a faculty or staff member who is in a position to determine a student's grade or otherwise affect a student's academic progress or environment may be subject to discipline.~~

~~V. INSTRUCTOR/STAFF-STUDENT RELATIONSHIPS:~~

~~This Rule applies to instructor/staff-student relationships.~~

- ~~A. In the instructor/staff-student context, the term sexual harassment also has a broader impact. The fundamental element of such behavior is the inappropriate personal attention, including romantic and/or sexual relationships with a student by an instructor or staff member who is in a position to determine a student's grade or otherwise affect the student's academic progress or environment. Since the instructor/staff-student relationship is one of professional and client, the above inappropriate behavior is unacceptable in a college because it is a form of unprofessional behavior which seriously undermines the atmosphere of trust essential to the academic setting and is subject to discipline.~~
- ~~B. This Rule applies to consensual as well as non-consensual instructor/staff-student romantic and/or sexual relationships, where the instructor or staff member is in a position to determine a student's grade or otherwise affect a student's academic progress or environment. In general, however, this Rule will be strictly enforced, with the severest penalty imposed, in any instance where the involved student is enrolled in the instructor's class at the time of the inappropriate behavior. See IX.C. infra.~~
- ~~C. This Rule is not intended to apply when an instructor is legitimately exercising academic freedom in teaching in the classroom when the subject matter taught or discussed is appropriate to the course being taught. Nevertheless, the instructor/staff-student relationship should at all times be professional and any conduct by an instructor or staff member which unnecessarily or unreasonably creates a sexually intimidating, hostile or offensive academic environment in violation of the rights of others is inappropriate and unacceptable and is subject to discipline.~~
- ~~D. Students having a consensual romantic and/or sexual relationship with a faculty or staff member who is in a position to determine a student's grade or otherwise affect a student's academic progress or environment may be subject to discipline.~~

~~VI. RETALIATION:~~

~~It is a violation of this Rule to retaliate or to take reprisal against any person who has filed a complaint or who has complained about sexual harassment based on the fact that the employee or student raised an issue about sexual harassment to his/her supervisor, to any other supervisor or manager of the College, to any Associate/Assistant Provost or Provost, or to any other person, entity or any human rights agency. It is also a violation of this Rule to retaliate against any person involved in the investigation (including witnesses) of a complaint.~~

~~If any reprisals or retaliatory actions occur, these should be reported immediately. Any such reports will be investigated by the College Attorney or his designee. Reprisals and retaliatory actions will be dealt with through appropriate disciplinary action and steps will be taken to prevent the recurrence of sexual harassment, reprisal, and/or retaliation.~~

~~VII. REPORTING, INVESTIGATION AND RESOLUTION:~~

~~All students and employees are responsible for promptly reporting sexual harassment. The College has established the following procedure for reporting, investigating and resolving complaints of sexual harassment and retaliation and has provided a list of some examples of conduct which violate this Rule. (See Exhibit attached hereto.)~~

~~A. DUTY TO REPORT:~~

- ~~1. Complaints of sexual harassment by students or employees are to be promptly reported to individuals designated by the President and published at the beginning of Session I of each year in the College's annual Supplement to the Faculty, Staff and Student Handbook or such other publication as the President may determine. The complaint may be reported to any one of the individuals designated, regardless of what site the reporting person is associated with. The individual receiving the complaint shall promptly notify the College Attorney.~~
- ~~2. Supervisors are to promptly report any conduct that may appear to involve sexual harassment as provided herein.~~

~~B. INVESTIGATION:~~

~~Immediately upon receipt of a complaint, the College Attorney will have the responsibility for and will direct each investigation of sexual harassment. In directing the investigation, the College Attorney may designate other persons to conduct and aid in the investigation and in making such designations, the College Attorney will be sensitive to the gender of the complaining party and reporting relationships.~~

~~Upon completion of the investigation, the results of the investigation will be submitted to the President or designee for determination of what action, if any, is appropriate. The complaining party will be advised of the results of the investigation.~~

~~C. RESOLUTION OF A COMPLAINT:~~

~~Resolution of a complaint may be accomplished in various ways. The complaint may be resolved by intervention, corrective action taken by the President or designee, or by official disciplinary procedures.~~

~~D. DISCRIMINATION GRIEVANCE:~~

~~The victim of the sexual harassment may also bring a discrimination grievance which shall be processed in accordance with Rule 6Hx23-1.34.~~

~~E. DUTY TO REPORT ANY RECURRENCE:~~

~~Complaints of any recurrence of conduct involving sexual harassment or retaliation are to be promptly reported as provided herein.~~

~~VIII. FALSE COMPLAINTS:~~

~~Any person who knowingly files a false complaint of sexual harassment or retaliation against another shall be subject to disciplinary action, including dismissal.~~

~~IX. DISCIPLINE/PROCEDURE:~~

~~A. Remedial or disciplinary action will depend on the nature of the incident, but such discipline shall range from one or more of the following: counseling, attendance at a sexual harassment seminar, written admonishment, suspension or dismissal.~~

~~B. 1. Career service employees may be subject to disciplinary action as provided for in the Career Service Manual, Board of Trustees' Disciplinary Rule 6Hx23-2.19 relating to career service employees and/or Sections 120.569 and 120.57 of the Florida Statutes.~~

~~2. Administrative staff and faculty members may be subject to disciplinary action as provided in the Rules of the Department of Education, State Board of Community Colleges Rules 6A-14.0411(4) and/or 6A-14.0411(6).~~

- ~~3. All instructors who violate this policy by having consensual or non-consensual romantic and/or sexual relationships with a student presently enrolled in his/her class, will be dismissed, pursuant to the Rules of the Department of Education, State Board of Community Colleges Rules 6A-14.0411(4) and/or 6A-14.0411(6).~~
- ~~4. Students may be subject to disciplinary action as provided for in Board of Trustees' Rule 6Hx23-4.35.~~

~~X. REPORT OF ACTION TAKEN:~~

~~The College shall report to the person making the complaint of the action taken by the College in regard to any sexual harassment or any reprisal or retaliation.~~

~~XI. CONFIDENTIALITY/PUBLIC RECORDS:~~

~~Subject to certain statutory exemptions, College employee records are generally by law subject to public disclosure upon request of a member of the public under Chapter 119 of the Florida Statutes. Records are provided only upon an appropriate request. The College may not volunteer disclosure of such records. Student identifiable records are generally protected from the public disclosure law and will be protected as provided in Florida Statutes and under the Buckley Amendment.~~

~~XII. PUBLICATION:~~

~~The College shall publish and make available to all students and employees its Sexual Harassment Rule or pertinent parts thereof and examples of sexual harassment which are prohibited conduct. The attached Exhibit to this Rule is a list of some of the examples that may be used to describe the acts which are considered in violation of this Rule. This list is not intended to be all inclusive.~~

Specific Authority: 1001.64(2) & (4), F.S.

Law Implemented: Titled "VII of the Civil Rights Acts of 1964", as amended; the Florida Human Rights Acts of 1977, as amended; Title IX of the Educational Amendments Act of 1972, as clarified by the Civil Rights Restoration Act of 1988; EEOC Regulation 29 C.F.R. Section 1604.11 and 34 C.F.R. Section 106 et seq.; 1001.64(4); 6A-14.0262 (7)(e) & (8), 6A-14.0247(6).

History: Adopted 9/22/92. Filed - 9/22/92. Effective - 9/22/92; 7/19/94, withdrawn at BOT meeting to be brought back at a later date, 10/18/94. Filed - 10/18/94. Effective - 10/18/94; 6/18/96. Filed - 6/18/96. Effective - 6/18/96; 2/18/97. Filed - 2/18/97. Effective - 2/18/97; 11/16/98. Filed - 11/16/98. Effective - 11/16/98; 3/17/15. To Be Filed - 3/17/15. Effective - 3/17/15.