NASSAU COMMUNITY COLLEGE
Garden City, New York 11530

Board of Trustees Policy & Planning Committee Meeting Minutes

November 8, 2022

The meeting of the Policy & Planning Committee of the Board of Trustees was held on the eleventh floor of the Administrative Tower. The meeting was called to order by Trustee Weiss at 5:58 p.m.

Committee Members Present: Kathy Weiss, Chair
                               Lynne D'Agostino
                               Aniruddh Patel
                               George Siberón (appointed ad hoc)

Committee Members Absent: Donna Tuman, Jorge Gardyn

Also in Attendance: John Durso, Ronald Rosenberg
                               Interim President Conzatti, Donna Haugen, Mary Floratos

1.   Trustee Weiss requested a motion to approve the minutes of October 11, 2022. Trustee Patel moved the motion. Trustee Weiss seconded the motion. Motion carried 4-0.

2.   Trustee Weiss presented Policy 5200 and Policy 9200 for discussion.

Trustee Weiss welcomed Ms. Floratos and thanked Ms. Haugen for her advance correspondence with research to clarify changes based on concerns that arose at the Open Forum on Wednesday, October 26, 2022, which had been prompted by the last Policy and Planning Meeting. Policy 9200 was introduced for employees and is otherwise nearly identical to Policy 5200 for students. Both apply to first names only and have also incorporated chosen pronouns. Trustee Weiss noted that she and Ms. Haugen had discussed the impracticality of the timing in making these policies effective in the middle of an academic year. Along with Ms. Floratos, they decided that the policies would be better implemented on August 1, 2023 to allow for appropriate IT training and testing and for creation of forms, including programming "Gender X" terminology.

Trustee Rosenberg disfavors chosen pronoun definitions that contravene established English definition usage, particularly in an institution of higher learning. He further expressed concerns that enacting government mandated policies that enforce language, with potential consequences for non-compliance, would violate the US Constitution's 1st Amendment protection of free speech. Trustee Weiss stated that, as someone who teaches post-Masters students, she appreciates what can seem a difficult adjustment for those of earlier generations, of which she is one, and Board members certainly may have respectful disagreement and will have an opportunity to vote for or against the policies. Trustee Patel inquired whether the yet-to-be-implemented application will have options for "male", "female", and "prefer not to specify" and/or "Gender X"? Ms. Floratos responded that, before December 31, 2022, IT will deploy the option of "Gender X" in addition to "male" or "female", as executed by SUNY ITEC (Information Technology Exchange Center) to comply with State legislation. Upon Trustee D'Agostino's inquiry, Ms. Haugen reinforced that the "Gender X" policy has been adopted by State Legislation and the chosen name and pronoun policies have been mandated by SUNY. Once the policies have been adopted at NCC procedures for how and when to select your chosen name and pronoun will be drafted for sharing on our website. Brief discussion ensued on potential ramifications of disregarding SUNY mandate, with

reminders that we receive one third of our funding from the State and that Middle States may perceive non-compliance unfavorably.

Trustee Weiss requested a motion to forward policy 5200 to the Board of Trustees for a first reading and discussion. Trustee Patel made the motion; seconded by Trustee Weiss. Motion Defeated 2(Weiss, Patel) -0-2(Siberón, D'Agostino)

Trustee Weiss requested a motion to forward policy 9200 to the Board of Trustees for a first reading and discussion. Trustee Patel made the motion; seconded by Trustee Weiss. Motion Defeated 2(Weiss, Patel) -0-2(Siberón, D'Agostino)

Policies 5200 and 9200 will return to the committee for further discussion at December meeting.

Chair Weiss asked if there were any other items for the Committee to consider. There being none, the meeting adjourned at 6:14 p.m.

Respectfully submitted,

Donna M. Haugen
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General Counsel