

BOARD OF TRUSTEES

June 20, 2019

- Item 1** **RESOLUTION NO. 2019.33 - Approving Monthly Sponsor Services for Suffolk County Community College**

- Item 2** **RESOLUTION NO. 2019.34 - Approving Budget Transfers**

- Item 3** **RESOLUTION NO. 2019.35 - Approving a Major Change Order and Amendment to the Contract for the Renovation of Kreiling Hall on the Ammerman Campus**

- Item 4** **RESOLUTION NO. 2019.36 - Accepting a Grant Award from the Empire State Development (ESD) Minority and Women's Business Development Lending Program (MWBDL) for the Suffolk County Community College Certification Assistance Program (CAP)**

- Item 5** **RESOLUTION NO. 2019.37 - Amending the College Operating Budget for an Educational Opportunity Program Grant**

- Item 6** **RESOLUTION NO. 2019.38 - Awarding a Construction Contract for Veterans Plaza Stair Renovations on the Ammerman Campus**

- Item 7** **RESOLUTION NO. 2019.39 - Accepting a Federal Grant for the 2019-2020 Federal Work Study Program (FWSP)**

- Item 8** **RESOLUTION NO. 2019.40 - Approving the Allocation of the 2019-2020 Federal Work Study Program (FWSP)**

- Item 9** **RESOLUTION NO. 2019.41 - Accepting a Federal Supplemental Educational Opportunity Grant (FSEOG) for 2019-2020**

- Item 10** **RESOLUTION NO. 2019.42 - Approving the Allocation of the 2019-2020 Federal Supplemental Educational Opportunity Grant Program (SEOG)**

- Item 11** **RESOLUTION NO. 2019.43 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.**

- Item 12** **RESOLUTION NO. 2019.44 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.**

- Item 13** **RESOLUTION NO. 2019.45 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.**

- Item 14** **RESOLUTION NO. 2019.46 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.**

- Item 15** **RESOLUTION NO. 2019.47 - Approving Annual Sponsor Services for Suffolk County Community College for FY2018-2019**

- Item 16** **RESOLUTION NO. 2019.48 - Adopting a Class Size Proposal for CUL250/HRM250: Hospitality Capstone Course**

- Item 17** **RESOLUTION NO. 2019.49 - Amending Articles V and VI of the Bylaws of Suffolk County Community College Regarding Officers of the Board of Trustees**

- Item 18** **RESOLUTION NO. 2019.50 - Adopting a Sexual and Romantic Relationship Policy**

ITEM 1

RESOLUTION 2019.33 - Approving Monthly Sponsor Services for Suffolk County Community College

WHEREAS, the State University of New York Regulation No. 602.7 requires the Suffolk County Community College Board of Trustees to review and approve all Sponsor provided services and their estimated value in advance of the service being rendered, and

WHEREAS, the regulation also requires the approval of the payment of each Sponsor Service satisfactorily performed, and

WHEREAS, health insurance is considered a Sponsor Service, be it therefore

RESOLVED, that the health insurance payments to the County of Suffolk in the amount of \$2,630,383.21 for the month of May 2019 (*Attachment I*) are hereby approved by the Board of Trustees.

COUNTY OF SUFFOLK



STEVEN BELLONE
SUFFOLK COUNTY EXECUTIVE

DEPARTMENT OF CIVIL SERVICE/HUMAN RESOURCES
DIVISION OF EMPLOYEE SERVICES

JO-ANNE TAORMINIA
ACTING PERSONNEL OFFICER

TO: Deborah Lesser
SCCC – Business & Financial Affairs
NFL Rm. 232, College Road Selden

FROM: Brooke Deere
Suffolk County Department of Civil Services
Employees Services Unit

DATE: May 8, 2019

SUBJ: SCCC Premium Due for Employee Medical Health Plan of Suffolk County
Fund 818

May 2019

A R T

268 303 571
735 485 1220

1 1 2
- 1 1

1004 790 1794

Coverage	Premium	# Employees	Total
71 EMHP Indiv.	758.40	571 ✓	433,046.40
72 EMHP Family	1,786.78	1220 ✓	2,179,871.60
HMO's			
31 HIP Indiv.	1174.77	2 ✓	2,349.54
32 HIP Family	2,878.19	1 ✓	2,878.19
Blue Choice Indiv.	1,562.70		0.00
Blue Choice Family	4,063.03		0.00
JOB SHARE (PLAN RATES)			
Individual	809.34		0.00
Family	1,906.81		0.00
Total Premium 5/19		1794 ✓	\$2,618,145.73

Plus:

2 Indiv
6 Family

1516.80
10720.68

1802

2,630,383.21

Attachment: Enrollee List

A = Active
R = Retired
T = Total

ITEM 2

RESOLUTION NO. 2019.34 - Approving Budget Transfers

WHEREAS, the Board of Trustees has established a policy on the authorization of budget transfers, and

WHEREAS, according to said policy, budget transfers must be authorized by a resolution adopted by the Board of Trustees, and

WHEREAS, the Vice President for Business and Financial Affairs recommends the budget transfers on *Attachment II* as necessary for the operation of the College, be it therefore

RESOLVED, that the budget transfers shown on *Attachment II* are hereby authorized and approved.

**Suffolk County Community College
Budget Transfer List
As of June 12, 2019**

<u>DOCUMENT #</u>	<u>FUND</u>	<u>ORG</u>	<u>ACCOUNT</u>	<u>DESCRIPTION</u>	<u>TRANSFER</u>		<u>REASON</u>
					<u>FROM</u>	<u>TO</u>	
J0034384	181800	C51501	713160	Computer Software	19,076		recruitment advertising
	181800	C81001	713770	Advertising		19,076	
J0034562	181800	B90901	628360	Health Insurance	100,000		renovations to the athletic fields
	181800	C62001	713650	Repairs and Maint Buildings & Grounds		100,000	
J0034618	181800	W62001	712015	Furniture (non-capital)	21,000		for parking lot striping on the Grant Campus
	181800	W62001	713650	Repairs and Maint Buildings & Grounds		21,000	
J0034658	181800	C69001	713200	Ground Equipment Supplies	10,000		to pay for the contractual vendors to operate the College sewage treatment plants in light of recent retirements
	181800	C69001	713250	Buildings And Grounds Materials	10,000		
	181800	C69001	713310	Clothing and Accessories	10,000		
	181800	C66001	713650	Repairs and Maint Buildings & Grounds		30,000	
J0034688	181800	E11501	713500	Other: Unclassified Supplies	3,428		signage and wayfinding for the Eastern Campus
	181800	E11501	713100	Instructional Supplies	5,444		
	181800	E11501	712440	Instructional Equipment	5,000		
	181800	E10701	714340	Contractual Travel	3,300		
	181800	E11001	714340	Contractual Travel	3,702		
	181800	E61001	713320	Cleaning Supplies	7,440		
	181800	E21004	713100	Instructional Supplies	3,607		
	181800	E62001	713260	Signs and Maps		31,921	

ITEM 3

RESOLUTION NO. 2019.35 - Approving a Major Change Order and Amendment to the Contract for the Renovation of Kreiling Hall on the Ammerman Campus

WHEREAS, Stalco Construction, Inc. was awarded a contract ("Contract") to renovate Kreiling Hall on the Ammerman Campus, and

WHEREAS, additional work which was not anticipated under the terms of the Contract or shown on the design drawings is required, consisting of the replacement of damaged steel lintels and exterior brickwork, and

WHEREAS, at this stage of the construction the College estimates that sufficient contingency funding remains for the unanticipated work to keep this project within budget, and

WHEREAS, the additional work described herein increases the contract with Stalco by more than thirty five thousand dollars (\$35,000.00), thus constituting a major change order as defined in the College's *Procurement Policy*, and

WHEREAS, pursuant to such policy, all major change orders require the approval of the Board of Trustees, be it therefore

RESOLVED, that a change order in the amount of \$112,995.37 to the Contract with Stalco Construction Inc. for additional work to be performed for the renovation of Kreiling Hall on the Ammerman Campus, is hereby approved, and be it further

RESOLVED, that the College Executive Vice President is authorized and empowered to execute the necessary documentation, as approved by the College's Office of Legal Affairs, reflecting the change order and the nature of the additional work so authorized.

ITEM 4

RESOLUTION NO. 2019.36 - Accepting a Grant Award from the Empire State Development (ESD) Minority and Women's Business Development Lending Program (MWBDL) for the Suffolk County Community College Certification Assistance Program (CAP)

WHEREAS, Suffolk County Community College has received a grant award in the amount of \$75,000 from the Empire State Development (ESD) Minority and Women's Business Development Lending Program (MWBDL) for the Suffolk County Community College Certification Assistance Program (CAP) for the period of May 15, 2019 through August 31, 2020, and

WHEREAS, this program will provide technical assistance to 150 minority and women business owners in completing or updating a New York State Minority and Women Business Enterprise (MWBE) Certification application, as well as analysis of the supporting documents to be submitted, and

WHEREAS, matching funds are not required, be it therefore

RESOLVED, that a grant award in the amount of \$75,000 from the Empire State Development (ESD) Division of Minority and Women's Business Development Lending Program (MWBDL) for the Suffolk County Community College Certification Assistance Program (CAP) for the period of May 15, 2019 through August 31, 2020 is hereby accepted, and the College Executive Vice President, or his designee, is authorized to execute a contract with the administering agency upon such terms as shall be approved by the College's Office of Legal Affairs.

Project Director: Daphne M. Gordon

Note: No full-time personnel

ITEM 5

RESOLUTION NO. 2019.37 - Amending the College Operating Budget for an Educational Opportunity Program Grant

WHEREAS, the 2018-2019 College operating budget provides \$258,750 from the State University of New York (SUNY) for an Educational Opportunity Program (EOP) grant to provide counseling and tutoring services to financially and academically disadvantaged students on the College's three campuses, and

WHEREAS, the grant award has been increased by an additional sum of \$10,265 for the period of September 1, 2018 through August 31, 2019, bringing the total amount of the grant award to \$269,015, and

WHEREAS, it is necessary to amend the 2018-2019 College operating budget in the amount of \$10,265 to provide for the total increase in the grant award, and

WHEREAS, matching funds are not required, be it therefore

RESOLVED, that the 2018-2019 College operating budget be amended to reflect a grant award increase in the amount of \$10,265 from the State University of New York (SUNY) for an Educational Opportunity Program (EOP), and be it further

RESOLVED that the College Executive Vice President or his designee is authorized to execute a contract with the administering agency upon such terms as shall be approved by the College's Office of Legal Affairs.

Project Director: David Johnson

ITEM 6

RESOLUTION NO. 2019.38 - Awarding a Construction Contract for Veterans Plaza Stair Renovations on the Ammerman Campus

WHEREAS, capital projects CP2149 and CP2187 have been approved by Suffolk County and the State of New York for funding, and funds have been appropriated by the Suffolk County Legislature, and

WHEREAS, public bids for the construction of the Veterans Plaza stair renovations were solicited and opened on June 6, 2019, and

WHEREAS, these bids were reviewed and the qualifications of the lowest responsible bidder were checked by the Consultant of Record, be it therefore

RESOLVED, that the College Executive Vice President or his designee is authorized to enter into a contract with Pioneer Landscaping and Asphalt Paving, Inc. in the amount of \$710,000 for the construction of the Veterans Plaza stair renovations upon such terms and conditions as shall approved by the College's Office of Legal Affairs.

ITEM 7

RESOLUTION NO. 2019.39 - Accepting a Federal Grant for the 2019-2020 Federal Work Study Program (FWSP)

WHEREAS, Suffolk County Community College has applied to participate in the Federal Work Study Program (FWSP) authorized under Part C of Title IV of the Higher Education Act of 1965 as amended by the Education Amendments, and

WHEREAS, the application has been approved in the amount of \$528,367, and

WHEREAS, the federal regulations allow the sum of \$75,000 or 10 percent of the allocation, whichever is less, to be set aside for the Job Locator & Development Program, and

WHEREAS, this federal grant must be matched by a 25 percent contribution, and

WHEREAS, amendments to the law became effective in October 1986 allowing five percent administrative expense allowance based on total student expenditures for FWSP, be it therefore

RESOLVED, that the Board of Trustees hereby accepts the total federal allotment of 2019-2020 Federal Work Study Program funds in the amount of \$528,367, and be it further

RESOLVED, that \$52,836 be set aside for Job Locator Program, with the College matching contribution of 20 percent to be provided by in-kind contributions, and be it further

RESOLVED, that the Federal Work Study Program's five percent administrative allowance be charged against FWSP and deposited in the appropriate account, and be it further

RESOLVED, that the On-Campus Work Study Program shall continue to be matched by a 25 percent contribution by the College and that the Off-Campus Work Study Program be matched by a 25 percent contribution from the respective participating off-campus agencies, except for the Community Service Employment, and be it further

RESOLVED, that the off-campus agencies shall contribute their respective shares of Employer's FICA and Workmen's Compensation except for the Community Service Employment.

ITEM 8

RESOLUTION NO. 2019.40 - Approving the Allocation of the 2019-2020 Federal Work Study Program (FWSP)

WHEREAS, Suffolk County Community College is composed of three campuses, and

WHEREAS, the Financial Aid Office on each campus offers financial assistance via the Federal Work Study Program, be it therefore

RESOLVED, that the following distribution of the 2019-2020 Federal Work Study funds by campus is hereby approved.

Original FWSP Federal Allocation	\$528,367
Less: Transfer to Job Locator Program	<u>-52,836</u>
Remaining CWSP Federal Allocation	\$475,531
Plus: 25% of Institutional Share of Student Wages	<u>+118,882</u>
Total FWSP Funds Available	\$594,413
Less: 5% Admin Expense Allowance of Campus Wages	<u>- 29,720</u>
Total Student Wages Available	\$564,693

Campus Wage Distribution of Federal College Work Study Allocation

Ammerman Campus	(48%)	\$271,052
Grant Campus	(41%)	\$231,524
Eastern Campus	(11%)	<u>\$ 62,117</u>
Total Campus Wage Distributions		\$564,693

ITEM 9

RESOLUTION NO. 2019.41 - Accepting a Federal Supplemental Educational Opportunity Grant (FSEOG) for 2019-2020

WHEREAS, Suffolk County Community College has applied to participate in the Federal Supplemental Educational Opportunity Grant Program as authorized under Subpart 2, Part A of Title IV of the Higher Education Act of 1965, and as amended by the Education Amendments, and

WHEREAS, the application has been approved in the amount of \$771,758, and

WHEREAS, amendments to the law became effective in October 1986 allowing a five percent administrative expense allowance based on total expenditures for FSEOG, be it therefore

RESOLVED, that the 2019-2020 Federal Supplemental Educational Opportunity Grant in the amount of \$771,758 be accepted, and be it further

RESOLVED, that the Federal Supplemental Educational Opportunity Grant allotment be deposited in the appropriate accounts, after reducing that allotment with five percent of FSEOG expenditures as administrative expense being charged to the FSEOG account.

ITEM 10

RESOLUTION NO. 2019.42 - Approving the Allocation of the 2019-2020 Federal Supplemental Educational Opportunity Grant Program (FSEOG)

WHEREAS, Suffolk County Community College is composed of three campuses, and

WHEREAS, the Financial Aid Office on each campus offers financial assistance via the Federal Supplemental Educational Opportunity Grants Program FSEOG, be it therefore

RESOLVED, that the following distribution of the 2019-2020 FSEOG funds by campus is hereby approved.

Federal Supplemental Educational Opportunity Grants (FSEOG)

Federal SEOG Allocation	\$771,758
Less 5% Administrative Expense for Grants	\$-38,588
Remaining SEOG Allocation for Student Grant Disbursement	\$733,170

Campus Distribution of SEOG Grants

Ammerman Campus	(44%)	\$322,594
Grant Campus	(42%)	\$307,935
Eastern Campus	(14%)	\$102,641
Total of College Grants		\$733,170

ITEM 11

RESOLUTION NO. 2019.43 - Reappointing Directors to the Board of The Suffolk Center for Social Justice & Human Understanding, Inc.

Whereas, the by-laws of The Center for Social Justice & Human Understanding, Inc. provide for the College Board of Trustees to appoint the members of its Board of Directors, and

Whereas, it is necessary to reappoint members whose terms are expiring, see *Attachment III*, be it therefore

Resolved, that the appointment of the following person to the Board of Directors of The Center for Social Justice & Human Understanding, Inc. is hereby approved, for a term of three years, effective May 1, 2019:

Name

Rabbi Steven Moss

RABBI DR. STEVEN MOSS



Rabbi Dr. Steven A Moss has served B'nai Israel since 1972. His dedication, enthusiasm and community involvement have had a major influence on the growth and development of our congregation. Rabbi Moss is a community leader in the truest sense of the term. He ministers to the Jewish life cycle needs of the congregation and the surrounding community. He chairs the Suffolk County Human Rights Commission (since 1992) and is co-chair of the Suffolk County Anti-Bias Task Force and chair of the Islip Town Anti-Bias Task Force in the battle against anti-Semitism and other bias crimes. He is also Director and Founder of STOPBIAS, an educational program for bias/hate crimes offenders. He serves as chaplain to the Suffolk County Police Department (since 1986) and holds the rank of Chief of Chaplains, and at various hospitals, and skilled nursing/assisted living homes in the community. Rabbi Moss is President of the Suffolk County Board of Rabbis and is past-president of numerous local and county organizations. He is also Chair of the Center for Social Justice and Human Understanding located in the library of the Selden Campus of Suffolk Community College. He is a student of Kabbalah and meditation and has led workshops in these areas of Jewish life and study. He has had articles printed in the Journal of the Central Conference of American Rabbis and in other publications. He is also the longest sitting member on the Islip Town Board of Ethics. The Rabbi enjoys cycling and traveling.

ITEM 12

RESOLUTION NO. 2019.44 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.

Whereas, the by-laws of The Center for Social Justice & Human Understanding, Inc. provide for the College Board of Trustees to appoint the members of its Board of Directors, and

Whereas, it is necessary to reappoint members whose terms are expiring, see *Attachment IV*, be it therefore

Resolved, that the appointment of the following person to the Board of Directors of The Center for Social Justice & Human Understanding, Inc. is hereby approved, for a term of three years, effective May 1, 2019:

Name

Veronica Treadwell

Veronica Treadwell, LMSW

Veronica Treadwell currently holds both a Bachelor's and Masters of Social Work degree from the University at Buffalo. She specializes in Indian Child Welfare including community and program development. A tribally enrolled member of the Unkechaug Nation and the daughter of the late Chief Lone Otter, author and tribal Historian. With over 30 years of experience in the human services field and working with diverse populations, Veronica continues to follow in her father's footsteps. Through her dedication and passion, she strives toward the uplifting of her people via program development and implementation to improve community education, housing, and health-related issues, particularly among low-income Native American families. Veronica's past projects include collaborations with the University at Stony Brook's School of Social Welfare and New York Community Trust on a Language Revitalization Initiative. She acted as the tribe's fiscal consultant for the New York State Community Block Grant. In her spare time, she is a tribal Emergency Manager with New York State Emergency Management Office. Veronica sits on the prestigious boards of the Center for Social Justice & Human Understanding, Inc. as Vice Chair and the Unkechaug Nation Community Development Corporation".

ITEM 13

RESOLUTION NO. 2019.45 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.

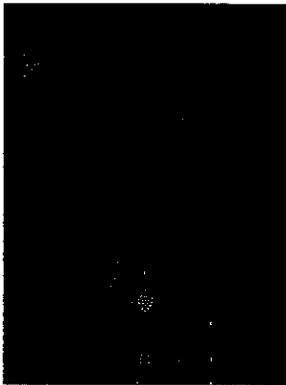
Whereas, the by-laws of The Center for Social Justice & Human Understanding, Inc. provide for the College Board of Trustees to appoint the members of its Board of Directors, and

Whereas, it is necessary to reappoint members whose terms are expiring, see *Attachment V*, be it therefore

Resolved, that the appointment of the following person to the Board of Directors of The Center for Social Justice & Human Understanding, Inc. is hereby approved, for a term of three years, effective May 1, 2019:

Name

Dr. M. Vicki Wacksman



Dr. M. Vicki Wacksman, President Emeritus of Wacksman

Associates, Inc. relocated to Lakewood Ranch Florida from Dix Hills, New York in 2003 after a distinguished career in business and public service. Vicki, who launched her management consulting and training firm in 1985, is a co-founder of some of Long Island's most important advocacy organizations, including the Long Island Chapter of the National Association of Women Business Owners, the Suffolk County Women Business Enterprise Coalition, the NYS Association of Black Women Owned Enterprises. She was a member of the inaugural board of directors of the Eastern Shore Chapter of The Links, Inc, the Long Island Women's Agenda and the Statewide Zone Capital Corp., a 300 million loan program for firms in economic development zones in New York. She served as a small business consultant to the NYS Governor and NYS Board of Regents as a member and officer of the New York State Council on Vocational Education under the Carl D. Perkins Legislation and was an Oral Examiner for the NYS Department of Civil Services for 7 years.

Dr. Wacksman served, 12 years as the Governor's appointee to the Suffolk County Community College Board of Trustees as a member and officer. In 2003 she spearheaded the formation of the BOT Board sponsored Suffolk Center on the Holocaust, Diversity and Human Understanding. In 2017, the Center was renamed the Center for Social Justice and Human Understanding (CSJHU). She currently serves as Chair Emeritus on the CSJHU Board of Directors after serving as Board Chair for the first six years. She is a consultant-auditor for the National Women Business Owners Corporation, the President of the Sarasota-Bradenton Chapter of The Circle-Lets, Incorporated, an Elder of the First Presbyterian Church of Sarasota (USA) and an Alumni member of the Bradenton-Sarasota Chapter of The Links, Incorporated. In 2018 she co-founded the Manasota Interracial Book Club to foster the study of racism at the community level. The Club currently has three Book Clubs active in Sarasota and Bradenton Florida.

Dr. Wacksman has more than 100 awards, proclamations and legislative citations to her credit including the 2000 WBE Excellence Award of the New York State Association of Black & Puerto Rican Legislators, The Women of Power and Influence Award from the Founding Chapter of the National Organization of Women (NOW), The SBA Minority Small Business Award, the "Top 50 Women of Influence on Long Island Hall of Fame Award", and the Long Island Associate's first "Barrier Buster Award on Long Island. In 2017, she was honored by an invitation to serve as the Grand Marshall for the 2017 Commencement Exercise at Suffolk County Community College.

Dr. Wacksman holds a doctorate in public administration from Nova University, a masters degree in public administration from the C.W. Post College of Long Island University, where she was named Long Island University's Distinguished Alumnus in 2002. She holds a BA degree from SUNY's Empire State College, where her portrait also hangs in the Gallery of Distinguished Alumnus. She and her husband, Dr. Sheldon Wacksman, are world travelers and have toured over 92 countries. The couple has six children, seven grandchildren and a great granddaughter and great grandson. Her leisure activities include golf, Mah Jongg and cruising.

May18, 2019

ITEM 14

RESOLUTION NO. 2019.46 - Reappointing a Director to the Board of The Center for Social Justice & Human Understanding, Inc.

Whereas, the by-laws of The Center for Social Justice & Human Understanding, Inc. provide for the College Board of Trustees to appoint the members of its Board of Directors, and

Whereas, it is necessary to reappoint members whose terms are expiring, see *Attachment VI*, be it therefore

Resolved, that the appointment of the following person to the Board of Directors of The Center for Social Justice & Human Understanding, Inc. is hereby approved, for a term of three years, effective May 1, 2019:

Name

Karl Grossman

KARL GROSSMAN

Box 1680, 2891 Noyac Road
Sag Harbor, NY 11963

(631) 725-2858

E-Mail: kgrossman@hamptons.com Website: www.karlgrossman.com

My blog appears on my website: www.kargrossman.com

EDUCATION

Graduate:

1981 Master of Arts in Media Studies, New School for Social Research, New York City. Thesis Topic: "The Political TV Commercial as a Major Component in Contemporary American Politics."
Advisor: Reesom Haile

Undergraduate:

1976 Bachelor of Science, social science concentration, State University of New York, Empire State College, Long Island Center.

1961-1963 Adelphi-Suffolk (which later became Dowling) College.

1959-1961 Antioch College (participant in Antioch Education Abroad Program in Mexico which included classes with faculty of the Universidad de Guanajuato).

TEACHING

STATE UNIVERSITY OF NEW YORK COLLEGE AT OLD WESTBURY

1992-present Full Professor, American Studies Program

1986-1992 Associate Professor, American Studies Program.

1981-1986 Assistant Professor, American Studies Program

1979-1981 Instructor, American Studies Program

Courses taught include: Investigative Reporting; Environmental Journalism; Politics of Media;

Introduction to Journalism; TV and Radio Journalism; TV Documentary: Theories and Techniques; Atomic America; Culture, Communications and Society; Newswriting; Editing and Production. Also, supervise Internship in Journalism program placing students at media institutions throughout the New York Metropolitan Area.

BOOKS

Weapons In Space, Penguin Random House, 2001

The Wrong Stuff: The Space Program's Nuclear Threat To Our Planet, Common Courage Press, 1997.

Power Crazy, Grove Press, 1986.

Nicaragua: America's New Vietnam? Permanent Press, 1984.
(Updated editions published 1985 and 1988).

The Poison Conspiracy, Permanent Press, 1983.

Cover Up: What You Are Not Supposed To Know About Nuclear Power, Permanent Press, 1980
(Updated editions published in 1982 and 2011).

Essay in *The War and Environment Reader*, "War in Space: Astro Imperialism," edited by Gar Smith, Just World Books, Charlottesville, Virginia, 2017.

Foreword in *The Worst Interests of the Child: Trafficking of Children and Parents Through U.S. Family Courts* by Keith Harmon Snow, Burning Sage Publishing House, 2015.

Essay in *Environment: The Science Behind The Stories*, Second Edition, edited by Jay Withgott and Scott Brennan, "Nuclear Power: A Deadly and Needless Energy Source," Pearson, 2006.

Foreword in *Come Together Right Now* by Bruce K. Gagnon, Just Write Books, 2005.

Half-Chapter in eleventh edition of *Taking Sides: Clashing Views on Controversial Environmental Issues*, McGraw Hill, 2005. Edited by Professor Thomas A. Easton of Thomas College. Essay titled "The Push to Revive Nuclear Power."

Chapter in *Learning to Glow, A Nuclear Reader*, The University of Arizona Press, 2000. Edited by John Bradley. Chapter, titled "Brighter than the Brightest Star," on fall of the Russian Mars 96

plutonium-fueled space probe on Bolivia and Chile.

Chapter in *Unequal Protection; Environmental Justice & Communities of Color*, Sierra Club Books, 1994. Edited by Robert D. Bullard. Chapter on environmental racism and racism in and by media.

Chapter in *Greening The College Curriculum, A Guide to Environmental Teaching in the Liberal Arts*, Island Press, 1995. Edited by Jonathan Collett and Stephen Karakashian. Chapter, co-authored with Professor Ann Filemyr of Antioch College, on integrating environmental issues in media and journalism courses.

TELEVISION JOURNALISM

ENVIROVIDEO

1991-present Program host and program director and vice president of this video company which produces programs on environmental issues. Documentaries I've presented and written for EnviroVideo include: *Chernobyl: A Million Casualties*; *Nukes In Space: The Nuclearization and Weaponization of the Heavens*; *Star Wars Returns*; *Three Mile Island Revisited*; and *The Push To Revive Nuclear Power*. Also, I have hosted Envirovideo's interview show, *Enviro Close-Up*, which has aired on Free Speech TV via the DISH and DIRECTV satellite networks and on nearly 200 cable TV systems in 40 states and also streamed on several websites. EnviroVideo programs are distributed, too, as DVDs for use in homes and colleges and universities. And they are aired on EnviroVideo's Internet channel. Envirovideo is a project of Envision Environmental Media Center, a non-profit (501-c-3) organization. I am the chairperson of Envision Environmental Media Center.

WVVH-TV, Wainscott, New York

2007-2015

Chief investigative reporter at this television station. Documentaries done include: *No Fish*, about the consequences of over-fishing; *Organic Farming: Can It Feed Us?*; *Broadwater*, about plans for a large floating LNG platform; *Renewable Energy: More Than Ready*, about great advances in renewable energy technologies; *War on Mosquitoes*, about the impacts of the spraying of pesticides; *Crisis of the Marine Environment*; and *Ed Silverberg: Holocaust Survivor and Friend of Anne Frank*.

LONG ISLAND CABLE TV

1977-present Anchor of news specials, call-in programs, have handled wide variety of topics on Long Island cable systems including LTV and Cablevision. Shows have included *Conversations with Authors*, *Long Island Forum* and *Karl Grossman Reports*. Hosted first New York statewide cable TV call-in program, in 1986, featuring then Governor Mario Cuomo, sponsored by the New York State Cable Television Association.

WSNL-TV, CHANNEL 67, Smithtown, New York

1979-1984 Anchor of the nightly news as well as program host and producer at this Long Island commercial television station. Produced and hosted *Long Island Forum* and *Long Island Spotlight*.

WLIW-TV, CHANNEL 21, Garden City, New York

1973-1979 Did news reporting and documentary work at this Long Island-based Public Broadcasting System station. Conceived and hosted weekly program, *Long Island World*. Working live and on tape and film, did one-to-one interviews, studio discussions, documentaries and field reporting including reporting daily from the 1976 Democratic National Convention.

INDEPENDENT DOCUMENTARY TELEVISION

1975 Created, wrote and was reporter on ten-part, five-hour environmental documentary series, *Can Suffolk Be Saved?*, aired on WOR-TV in New York City, WLIW-TV, Long Island and on cable TV, and shown at schools and before civic groups on Long Island.

RADIO JOURNALISM

WLIU and WCWP RADIO

2005-2010 Did weekly commentary for this Long Island-based public radio network of Long Island University.

WBAZ RADIO

1992-1997 Did political commentary for this Southold, Long Island-based radio station. Was

station's election night analyst.

WRCN RADIO

1981-1988 Daily commentator on this Riverhead, Long Island-based radio station.

1978-1981 Reported news features daily.

WBAI RADIO

1981-1988 Contributor of news reports to this Pacifica listener-supported station with studios in New York City.

PRINT JOURNALISM

ISLAND CLOSEUP NEWS SERVICE

1977-present Editor and founder of news service that provides Long Island newspapers and Internet sites including *The Southampton Press*, *The East Hampton Press*, *The Shelter Island Reporter*, *Sag Harbor Express*, *South Shore Press*, *Community Journal*, *Smithtown Matters*, *RiverheadLOCAL* for many years with news and features and a syndicated column, and over the past dozen years simply the weekly syndicated column. Service has stressed investigative and environmental journalism.

LONG ISLAND PRESS

1964-1977 Was reporter and, from 1970, a columnist for the *Long Island Press*, a major daily serving the New York area. Specialized in investigative reporting and environmental coverage. Wrote weekly column appearing in the *Sunday Long Island Press*.

SUNRISE PRESS

1964 Reporter and associate editor of chain of Long Island weekly newspapers, also broadcast on the chain's radio station, WBIC-AM in Bay Shore, doing daily news and features.

BABYLON TOWN LEADER

1962-1964 Reporter assigned a wide range of duties from news and feature writing to sports, and was also photographer, on paper which was purchased by Sunrise Press.

NEW VOICE

1961-1962 Founded and first editor of newspaper, the first newspaper at a four-year college in Suffolk County, New York, at what was then Adelphi-Suffolk College, and then became Dowling College.

CLEVELAND PRESS AND NEWS

1960-1961 Copyboy in an Antioch College co-op (internship) position.

PARTIAL LISTING MAGAZINE, JOURNAL, INTERNET, NEWSPAPER ARTICLES

“Dominion Mistranslated,” *NationofChange*, February 6, 2019.

“Darth Trump: From Space Force to Star Wars,” *CounterPunch*, January 22, 2019.

“Irving Like vs. Big Nuke,” *CounterPunch*, October 18, 2018.

“Was Trump’s Day in Helsinki A Day of Infamy Moment,” *OpEdNews*, July 22, 2018.

“Star Wars Redux: Trump’s Space Force,” *CounterPunch*, June 22, 2018.

“Could the Formation of a Space Force Be On Trump’s Agenda,” *NationofChange*, June 21, 2018.

“Disaster Island,” *CounterPunch*, January 19, 2018.

“Living Shorelines,” *HuffPost*, December 17, 2017

“Nuclear Power in Space—in Time of Trump,” *HuffPost*, November 20, 2017

“The Nuclearization of Space,” *CounterPunch*, November 14, 2017

“A ‘Best-Kept Secret’ Unveiled,” *Times of Israel*, August 30, 2017

“Third Annual Jewish Film Festival—in The Hamptons,” *Times of Israel*, July 20, 2017.

“HUC-JIR President Rabbi Aaron Panken’s Deep Concerns Over Kotel Decision, Other ‘Disturbing’ Developments,” *Times of Israel*, July 13, 2017

“The Crash of Cassini and the Nuclearization of Space,” *CounterPunch*, April 27, 2017.

“Why This Nuclear Engineer Says Every Nuke Plant in the U.S. Should Be Shut Down Yesterday,” *Common Dreams*, January 13, 2017.

“The End of Indian Point and the Myths of Nuclear Power in America,” *CounterPunch*, January 11, 2017.

“Trump and Space Weapons,” *CounterPunch*, December 7, 2016..

“Toxic Turf,” *The Huffington Post*, November 14, 2016.

“How Cuomo’s \$7.6 Billion Nuclear Bailout Can Impede Wind and Solar,” *CounterPunch*, October 17, 2016

“The Indian Point Nukes: a Disaster Waiting to Happen,” *CounterPunch*, July 18, 2016.

“Solar-energized Juno to Arrive at Jupiter on Independence Day,” *NationofChange*, June 28, 2016.

“Long Island as a Nuclear Park,” *CounterPunch*, May 27, 2016.

“Wild West of the Web,” *Huffington Post*, April 1, 2016.

“Nuclear Power Plants: Pre-Deployed Weapons of Mass Destruction,” *Common Dreams*, March 31, 2016.

“Good Stepping on Long Island: Camp Siegfried,” *Times of Israel*, March 10, 2016.

“On Trump the Con Man,” *CounterPunch*, March 1, 2016.

“Deepwater Wind and an Energy Revolution,” *Huffington Post*, February 26, 2016.

“A Nuclear Story,” *CounterPunch*, February 1, 2016.

“Class Action Against Brookhaven National Lab Moving Ahead,” *Enformable*, February 1, 2016.

“St. Thomas synagogue’s commitment to King’s legacy,” *Virgin Island News*, January 22, 2016.

“The key organization in Suffolk County to engage in the War on Poverty remains alive and well,” *LIPolitics.com*, January 22, 2016.

“Jews and Blacks Come Together on Caribbean Island,” *Times of Israel*, January 18, 2016.

“Scandals in New York State Government...and in Suffolk,” *LIPolitics.com*, December 27, 2015.

“Never again is now!—on Long Island,” *The Times of Israel*, October 31, 2015.

“The Politics of Lyme Disease,” *CounterPunch*, October 2, 2015.

“Radiation is Good for You!’and Other Tall Tales of the Nuclear Industry,” *CounterPunch*, September 8, 2015.

“Iran Deal, “Hot Cells” and Plutonium, *The Times of Israel*, August 4, 2015.

“Obama, the Iran Deal and Plutonium,” *The Times of Israel*, July 16, 2015.

“The Mad Science of Nuclear Airplanes,” *CounterPunch*, July 10, 2015.

“A Planetary Risk: the Dangers of Nuclear-Powered Space Flights,” *CounterPunch*, June 29,

“Our Nuke is Burning,” *CounterPunch*, May 12, 2015.

“Oil Wars: Fracking, Manipulation, and the Future of Our Energy System,” *Common Dreams*, May 03, 2015.

“Judaism and the Pope’s Encyclical on the Environment,” *The Times of Israel*, June 22, 2015

“Indian Point – the nuclear bombshell in New York City’s backyard,” *The Ecologist*, May 12 2015

“Obama Impacts Jewish Political Loyalties in U.S.,” *The Times of Israel*, April 6, 2015

“Fire at Indian Point, Our Nuke is Burning! *CounterPunch*, April 29, 2015

“Petro Market Manipulation, OPEC Vs. Fracking,” *CounterPunch*, April 29, 2015

“Obama’s Nuclear Reverse,” *The Times of Israel*, March 30, 2015

“Locavore Movement Overlooks Farmworkers,” *Portside*, February 1, 2015

“After the Antares and Galactic Explosion, The Future of Nuclear Space Flights,” *CounterPunch*, November 18, 2014

“Will Diablo Canyon survive the next big earthquake?” *Enformable*, August 27, 2014.

“Solar Power As Alternative to Nuclear Power in Space—As On Earth,” *OpEdNews*, August 5, 2014.

“Folly Beach,” *OpEd News*, May 17, 2014.

“Moms Are Making an Impact,” *CounterPunch*, May 16, 2014.

“Fifty Years Ago I Was Fired for Writing About Racism at the World’s Fair,” *NationofChange*, April 24, 2014.

“‘G.M. Flaw’ and the Deeply Flawed Regulatory System,” *Huffington Post*, April 2, 2014.

“Murdering Swans,” *Huffington Post*, March 25, 2014.

“Iran, IAEA and nukes,” *The Times of Israel*, March 21, 2014.

“The Giant Lie About Fukushima,” *CounterPunch*, March 3, 2014.

“Otis Pike and U.S. Intelligence Abuses,” *Huffington Post*, January 31, 2014

“Seedtime – About the ‘Magical Reality’ of Seeds and GMO Seeds,” *Huffington Post*, January 28, 2014.

“Nuclear Power Through the Fukushima Perspective,” *Huffington Post*, October 9, 2013.

“The Political TV Commercial as a Pivotal Component in American Presidential Politics and National Leadership by Q Score,” *Huffington Post*, November 4, 2013.

“The Deadly Secrets of Plum Island,” *CounterPunch*, October 28, 2013.

“Tea Party Cabal in Congress and Voter Backlash,” *Huffington Post*, October 8, 2013

“Judaism and Investigative Journalism,” *The Times of Israel*, August 26, 2013.

“Weiner and Spitzer – Meshugganah Chutzpah,” *The Times of Israel*, July 28, 2013.

“Decades of Political Tyranny at the IRS,” *CounterPunch*, May 16, 2013

“Will New York Be First State to Require Labeling of GMO Food?” *The Huffington Post*, April 30, 2013

- “We Must Make the Whole Planet a ‘Nuclear Free Zone,’” *Common Dreams*, March 11, 2013
- “Moniz: A Pro-Nuclear, Pro-Fracking U.S Energy Secretary,” *The Huffington Post*, March 6, 2013
- “On Energy Secretary Chu’s Resignation,” *The Huffington Post*, February 6, 2013.
- “America’s Dysfunctional Congress—and the ‘Fiscal Cliff,’” *The Times of Israel*, January 3, 2013.
- “A Good Start at Banning BPA-Coated Receipts,” *The Huffington Post*, January 3, 2013.
- “Changing America’s ‘Culture of Violence,’” *The Times of Israel*, December 20, 2012.
- “From Borscht Belt to a Contaminated Gasland—It’s No Joke,” *The Times of Israel*, December 9, 2012.
- “Fracking and Radium, the Silvery-White Monster,” *The Huffington Post*, November 14, 2012.
- “Nukes on Mars,” *CounterPunch*, July 30, 2012
- “Nuclear ‘Regulatory Capture’—A Global Pattern,” *The Huffington Post*, July 13, 2012.
- “Unfit to Broadcast: Rupert Murdoch and the FCC” on CounterPunch, May 2, 2012
- “Atomic Titanics” on The Huffington Post, April 17, 2012.
- “The Deadly Folly of Nuclear Power Overhead” on the Huffington Post, April 12, 2012.
- “The Big Lie: One Year After Fukushima, Nuclear Cover-Up Revealed” on Common Dreams, March 5, 2012.
- “As if a Runaway Train, the Nuclear Juggernaut Roars On” on Huffington Post, February 14, 2012
- “Georgia and the Scheme to Revive Nuclear Power in the U.S.” on CounterPunch, February 13, 2012
- “Nuclear Power in the US: a Rigged System, The Saga of Vermont Yankee” on CounterPunch January 23, 2012

“Siemens Significant Decision—Abandoning Nuclear Power” on Huffington Post, September 20, 2011

“World Wetlands Day Today,” *Huffington Post*, February 2, 2011.

“Avoiding Nuclear Destruction: By the Skin of Our Teeth,” *Huffington Post*, November 24, 2010.

“Cancer—the Number One Killer—and Its Environmental Causes,” *Huffington Post*, September 3, 2010.

“Floating Chernobyls,” *CounterPunch*, July 27, 2010.

“Plum Island: A Sitting Duck,” *Huffington Post*, July 19, 2010.

“Obama Seeks to Revive Space Nuclear Power,” *Huffington Post*, June 25, 2010.

“Oil Spin,” *CounterPunch*, May 3, 2010.

“Spill, Baby, Spill: Blow-Out In the Gulf,” *CounterPunch*, April 29, 2010.

“Offshore Drilling—Opening Pandora’s Box,” *Huffington Post*, April 29, 2010.

“The Consequences of Chernobyl,” *CounterPunch*, April 23, 2010.

“Obama Goes Nuclear,” *CounterPunch*, February 17, 2010.

“Book Review of *Truth, Lies and O’Rings: Inside the Space Shuttle Challenger Disaster*” *Science Communication*, January 2010.

“Interview with Wendell Potter: Ex-Flak Sees Industry Script in Town Hall Attacks,” *Extras* October 2009.

“The Myth of Peaceful Nuclear Power,” *OpEdNews*, June 22, 2009

“Damage Not Done by W,” *A Majority of Americans*, April 17, 2009.

“Time to Abolish the NRC? A Radioactive Extension for Aging Nuclear Plants,” *CounterPunch*, April 13, 2009.

“Obama and the Military-Industrial-Scientific Complex,” *CounterPunch*, January 14, 2009.

“The Half-Life of the Lesser Evil: Dr. Chu’s Nuclear Prescription,” *CounterPunch*, December 15,

2008.

"The Hoax of Eco-Friendly Nuclear Energy, Money Is the Real Green Power," *Extra!*, January 2008.

Radioactive Extension for Aging Nuclear Plants," *CounterPunch*, April 13, 2009

"Nuclear Power Is Not The Answer," *Liberal Opinion Week*, November 14, 2007. Distributed by Minuteman Media and also appearing in other publications.

"The Power of Conservative Spinning," *Extra!*, September/October 2006

"Media Ops: Students Learn by Doing," *AFT On Campus*, May-June 2006.

"Connecting Dots Leads to Danger," *Long Island Business News*, March 17-23, 2006.

Book Review: *The E-Bomb: How America's New Directed Energy Weapons Will Change the Way Future Wars Will Be Fought*, *Science Communication*, March 2006.

"Review: Alternative Media Aims at Environmental Issues," *Science Communication*, December 2005.

"Space Shots Carrying Plutonium Could Kill Us," *Evening Telegraph*, December 30, 2005. Distributed by Minuteman Media and also appearing in other publications.

"Nuclear Roulette in the Troposphere, Another NASA Plutonium Launch," *CounterPunch*, December 13, 2005.

"Making Too Little of Plutonium Load," *The Daytona Beach News-Journal*, December 11, 2005.

"Target: Plum Island," *The New York Times*, September 11, 2005.

"Space Weapons Are A Terrible Idea," *Liberal Opinion Week*, July 20, 2005. Distributed by MinutemanMedia and also appearing in other publications.

"Fire in the Sky, U.S. Plans to Go Nuclear in Space Endangers Life on Earth," *Boulder Weekly*, July 7, 2005.

"The Case Against the Plutonium Space Race," *The Boise Weekly*, March 16, 2005

"The Ultimate Toy Story, Bush Lightyear To Infinity and Beyond," *The Ecologist*, July/August 2004.

"Spinning the Bomb," *Extra!*, September/October 2004.

"Dangerous Nuclear Rocket Revival," *Space Alert*, Summer 2004.

"Waiting Till the First Cow Dies, Herd Reporting on Mad Cow Disease," *Extra!*, March/April 2004.

"Fire from the Heavens, Bush's Plan to Nuclearize and Militarize Outer Space," *Earth First!*, Winter 2004.

"Gaga for Galileo, Press Corps Cheerleads for Space Probe Till the End," *Extra!*, January/February 2004

"Nukes in Space in Columbia's Wake," *Wild Matters*, April 2003.

"Nukes-in-Space in Columbia's Wake: NASA Broadens its Nuclear Power in Space Program with Project Prometheus," *Z Magazine*, March 2003.

"Nuclear Renaissance or Nuclear Nightmare?" *CorpWatch*, October 23, 2002.

"Plutonium in Space (Again), Building the Infrastructure for Omnicide," *CoverAction Quarterly*, Summer 2002.

"Say No to Nuclear Power," *Alternet*, June 13, 2002.

"Star Wars: Protecting Globalization from Above," *CorpWatch*, January 18, 2002.

"The Nuclear Phoenix," *E, The Environmental Magazine*, November/December 2001.

"The Future of Missile Defense," *Response*, November 2001.

"DisGrace Into Space: The Rush to Militarization," *Lapis*, Summer 2001.

"Lost in Space," *The Nation*, June 4, 2001.

"The Pentagon's New Star Warrior," *Extra!*, May/June 2001.

"Beyond National Missile Defense, Bush Team Envisions Space Weaponization," *ECAAR NewsNetwork, The Newsletter of Economists Allied for Arms Reduction*, April/May 2001.

"Making Space A War Zone: The United States Is On the Verge of a Dangerous Arms Race In Space," *The Charlotte Observer*. Distributed by the Progressive Media Project, based in Madison, Wisconsin and the Knight Ridder/Tribune News Service, published in more than 30

newspapers in the U.S.

"Space Corps, The Dangerous Business of Making the Heavens a War Zone," *CovertAction*, April-June 2001.

"Nukes in Space: Bush and the New Push for Galactic Warfare," *Food and Water*, Spring 2001.

"Arms Race In Outer Space?" *The Philadelphia Inquirer*, March 18, 2001.

"Does Long Island Need WLIW?" *Newsday*, March 4, 2001.

"Disgrace Into Space," *The Ecologist*, March 2001.

"Bush's Star War Team," *Z Magazine*, February 2001.

"Star Wars Boosters," *The Nation*, January 29, 2001.

"Astro-Imperialism: War In Space," *Earth Island Journal*, Spring 2000.

"Master of Space," *Space News*, January 31, 2000.

"Master of Space," *The Progressive*, January 2000.

"Waging War in Space," *The Nation*, December 27, 1999.

"The Wrong Stuff: Nukes in Space," *Alternative Press Review*, Winter 1998/99.

"Nuclear War At Home," *Newsday*, December 12, 1999.

"U.S. Violates World Law to Militarize Space," *Earth Island Journal*, Summer/Fall 1999.

"Putting Weapons In Space: Shameful, Dangerous," *The Huntsville Times*, November 7, 1999. Distributed by the Progressive Media Project, based in Madison, Wisconsin and the Knight Ridder/Tribune News Service, published in more than 30 newspapers in the U.S.

"Rain of Terror," *Orlando Weekly*, August 20-26, 1998.

"The Risk of Cassini Probe Plutonium," *The Christian Science Monitor*, October 10, 1997.

"Countdown to Disaster in Space," *Orlando Sentinel*, October 6, 1997. Distributed by the Progressive Media Project, based in Madison, Wisconsin and the Knight Ridder/Tribune News Service, published in more than 50 other newspapers in the U.S.

"Mission Not Worth Risks," *USA Today*, September 16, 1997.

"NASA's Nuclear Gamble," *The Progressive*, September 1997.

"Nuclear Genocide: How Brookhaven National Laboratory is Killing the People of Long Island," *Rage*, September 1997.

"Son of Star Wars' Violates Treaty," *San Francisco Examiner*, August 22, 1997. Also distributed by the Progressive Media Project and Knight Ridder/Tribune News Service and published in 40 U.S. newspapers.

"Atoning For Environmentalism, To PBS Frontline Producer, Scientists Critical of Nuclear Power Are 'Flat Earthers,'" *Extra!*, July/August 1997.

"Nukes In Space, How the U.S. Government is Putting Your Life at Risk," *Rage*, July 1997.

"The Big Squeeze, How Conservatives Control the Media," *Rage*, June 1997.

"Captain Plutonium Aims For Food, Radioactive Waste and the Food Supply," *Food & Water Journal*, Spring 1997.

"You Must Read This!" *Rage*, May 1997.

"Space Probe Explodes, Plutonium Missing," *CovertAction Quarterly*, Spring 1997.

"Racism Meets Spacism, What If Deadly Plutonium fell on Your Country -- and No One Cared?" *Extra! Update*, February 1997.

"Saving The Earth Isn't Their Job, Rachel Carson Wouldn't Recognize Many 'Environmental Journalists' Today," *Extra!*, January/February 1997.

"Nuclear Menace in Outer Space," *The Baltimore Sun*, December 8, 1996.

"Russian Roulette," *The Nation*, December 16, 1996.

"Insiders Blow the Whistle on Brookhaven Dangers," *CovertAction Quarterly*, Fall 1996.

"Space Nukes: Imminent Fact, Not Far-Fetched Fantasy," (co-authored with Dr. Carol Rosin), *World Citizen News*, October/November 1996.

"Risking the World, Nuclear Proliferation in Space," *Covert Action Quarterly*, Summer 1996.

"An End-Run Around The Giants, New Technologies Provide Ways to Avoid the Media Monopoly," *Extra!*, July/August 1996.

"Nuclear Controversy Erupts at Brookhaven National Laboratory in New York," *ECAAR NewsNetwork, The Newsletter of Economists Allied for Arms Reduction*, Spring 1996.

"U.S. Slings Plutonium Into Space," *Cleveland Plain Dealer* (also appearing in 25 other newspapers, distributed by Progressive Media Project through Scripps Howard News Service, May 22, 1996.

"How *New York Newsday* Died--And Why It Didn't Have To," *Extra!*, January-February 1996.

"Apollo Outtakes," *The Nation*, September 11, 1995.

"Beijing (and Indiana) Memories," *Just Peace*, Fall, 1995.

"Junk Science, Victor Neufeld's Anti-Environmental Spin Continues," *Extra!*, July/August, 1994.

"Ruling Shows Corporate Veto Over Reporters," *Extra!*, May/June 1994.

"Citizens Groups Charge NASA's Programs are Militarized, Accident-Prone, Wasteful and Without Focus," *The Messenger*, Spring 1994.

"A Nuclear Conflict of Interest? 20/20 Blurs the Lines," *Extra!*, January/February 1994.

"Nuclear Space Missions Break Down Political Barriers," *Just Peace*, Fall 1993

"'Safe' Nuclear Reactors, The Clinton Administration Waffles on Its Anti-Nuclear Stance," *Black and White*, November 1993.

"Three Mile Island: They Say Nothing Happened," *Extra!*, July/August 1993.

"Clinton Appointment Calls for Polluting Industry to Move to Third World," *Just Peace*, Spring 1993.

"Close Encounters of the Nuclear Kind, Reporters Ignore Space Probe's Plutonium," *Extra!*, January/February 1994.

"Nuclear Madness About to Blast Off," (co-authored with Dr. Carl Rosin), *World Citizen News*, March 1993.

"The Rise and Fall of LILCO's Nuclear Power Program," *The Long Island Historical Journal*, Fall 1992.

"National Organizing Meeting Convened on Space Nuclear Power and Weapons," *The Messenger*, Fall 1992.

"Rad Business," *Independent*, June 3, 1992.

"Every Breath We Take, Of Toxic Racism and Environmental Justice," *E, The Environmental Magazine*, May/June 1992.

"The Nuclear Industry's Secret PR Strategy," *Extra!*, March 1992.

"Survey Says: Newspapers Boost Nukes," *Extra!*, March 1992.

"Nukes for Sale," *The Nation*, March 2, 1992.

"Survey Says: Newspapers Boost Nukes," *Extra!*, March 1992.

"Nukes for Sale," *The Nation*, March 2, 1992.

"Irradiated Food is a Bad Dish for the American Dinner Table," *The Philadelphia Inquirer*, January 16, 1992.

"Food a la Gamma Ray," *The Globe and Mail*, January 10, 1992.

"Bringing Star Wars Down to Earth," *E, The Environmental Magazine*, January/February 1992.

"No Nukes, Sununu's Departure is a Boon for Solar and Renewable Energy," *The Boston Phoenix*, December 20, 1991

"Publisher Had Meltdown: Editor is Nuked," *Extra!*, November/December 1991.

"Food for Thought," *Montreal Mirror*, October 10, 1991.

"Nuclear Junkies," *Montreal Mirror*, August 29, 1991.

"Time's Nuclear Non-Choice," *Extra!*, July/August 1991.

"We Don't Need Reactors in Space," *Newsday*, May 31, 1991.

"Environmental Racism," *The Crisis*, April 1991.

"How Green are the Jews?" *Jewish Monthly*, January 1991.

"The Loaded Gun," *Montreal Mirror*, October 11, 1990.

"NASA Nonsense," *The Nation*, May 14, 1990.

- "Spacing Out on Public Safety, Plutonium-Fueled Shuttles Stir Controversy," *E, The Environmental Magazine*, September/October 1990.
- "Plutonium Skies," *The San Francisco Bay Guardian*, August 15, 1990.
- "New Improved Nukes: The Press Pushes the Nuclear Option," *Extra!*, May/June 1990.
- "Exception Noted," *Long Island Monthly*, April 1990.
- "Nuking the Final Frontier," *Pasadena Weekly*, December 8, 1989.
- "Official Studies Blast NASA's Nuke Probes," *The Guardian*, December 6, 1989.
- "Plutonium Con," *The Nation*, November 20, 1989.
- "Space Junk," *The Village Voice*, October 24, 1989.
- "Kiss Florida Goodbye?" *The New York Times*, October 17, 1989.
- "Death Threat from Space," *The Globe and Mail*, October 11, 1989.
- "Nuclear Slingshot," *The Nation*, October 2, 1989.
- "Environmentalism," *Z Magazine*, October 1989.
- "The New Machine," *Long Island Monthly*, October 1989.
- "Fathers and Sons," *Long Island Monthly*, August 1989.
- "Holocaust: Back-Page News," *Extra!*, Summer 1989.
- "The New York Times' Nuclear Obsession: The Shoreham Debacle," *Extra!*, May/June 1989.
- "Against All Odds," *Long Island Monthly*, February 1989.
- "The Fire Next Time," *Long Island Monthly*, October 1988.
- "Nuclear Shuffle," *Our Right to Know*, Winter/Spring 1988.
- "Plutonium Shuttle: The Space Probe's Lethal Cargo," *The Nation*, January 23, 1988.
- "Of Space Shuttles and Plutonium," *Our Right to Know*, Spring 1987.

"Red Tape and Radioactivity: How One Simple Question Eventually Revealed the Government's Secret Agenda for the Space Program," *Common Cause Magazine*, July/August 1986.

"Staging LILCO's Nuclear Follies," *The Nation*, February 22, 1986.

"More of the Same at the EPA," *Garden*, November/December 1984.

"The Nuclear Presidency," *Whole Life Times*, March/April 1981.

"Generating Jobs," *Alternate Currents*, Spring 1980.

"Nuclear Energy: Our Faustian Bargain?" *The Sun*, March 1989.

"Sacrificial Spiderworts," *Mother Jones*, December 1979.

"In the Corporate Interest," *Environmental Action*, November 1979.

"Shoring Up Shoreham," *Seven Days*, October 1979.

"The Spiderwort: Radiation Monitor," *Garden*, May/June 1979.

"Clams Catastrophe," *Environmental Action*, March 1979.

"Oil and Atlantic Waters Don't Mix," *In These Times*, October 4-10, 1978.

"Nuclear Power: The Ugly Truth/An Interview with Richard Webb," *The Sun*, February 1978.

"Radical Plan May Save Rural Long Island," *Environmental Action*, December 1976.

"Watching the Sun Set," *Columbia Journalism Review*, Winter 1970.

AWARDS FOR JOURNALISM

2018 Named Environmentalist of the Year by Sierra Club of Long Island.

2016 First Place Award for Column, Press Club of Long Island, for column about governmental corruption.

2014 Inducted into the Long Island Journalism Hall of Fame, Press Club of Long Island.

2014 Third Place Award for Column, Press Club of Long Island for "Can't Hold Back the Ocean," about the folly of dumping sand along the shoreline.

- 2012 Second Place Award “Non-Local News Feature: Television” for “Chernobyl: A Million Casualties” and Third Place Award in the “Environment/Science/Health/Technology: Online” categories from Press Club of Long Island. Chernobyl program award shared with EnviroVideo director Steve Jambeck and producer Joan Flynn.
- 2011 Generoso Pope Award for Investigative Journalism
- 2009 Best General Interest Column—Weekly, Press Club of Long Island. Column, “Legal Corruption,” was about how legal advertising dispensed by politicians has a corrupting effect on the press.
- 2009 Environmental Stewardship Award, Sierra Club Atlantic Chapter, “for his success communicating the importance of environmental sustainability.”
- 2006 First Place Award for Best Column—Weeklies and Second Place Award—Radio, Public Affairs. (Column receiving First Place Award—“Hurricanes and Long Island”—was about how a Katrina-like hurricane could do comparable damage to Long Island as Katrina did to Louisiana. Second Place Award for radio was for weekly commentary on WLIU-FM, “The Opinion of Karl Grossman.”
- 2005 First Place Award and also Second Place Award for Best Column-News-Print-Weekly, Press Club of Long Island. (Column receiving First Place Award —“Sand, Lies and Spin” was about the dumping of sand and constructing rock jetties or “groins” along the ocean shoreline. Column receiving Second Place Award concerned application of owner of the Millstone nuclear plants in Connecticut to extend the 40-year operating licenses of plants another 20 years.)
- 2002 Joel R. Seldin Peace Award from Psychologists for Social Responsibility.
- 2000 Second Place Award for Best Column-News-Print Weekly, Press Club of Long Island.
- 1998 James Aronson Award for Environmental Journalism.
- 1997 “Media Hero Award” at Second Media & Democracy Congress, New York City.
- 1997 First Place Column-News-Print-Weekly, Press Club of Long Island (for column on U.S. Department of Energy inspector blowing the whistle on major safety and environmental problems at Brookhaven National Laboratory and being victimized by government as a result).
- 1997 Third Place Best Column, Serious Subject, Better Newspaper Contest, New York Press Association (for column on DOE whistle-blower).

- 1997 Peace Site Award, Ethical Culture Society of Brooklyn.
- 1997 Benjamin Spock Award Peacemaker of the Year Award, Florida Coalition for Peace & Justice.
- 1995 WorldFest-Houston International Film Festival Gold Award (for *Nukes In Space: The Nuclearization and Weaponization of the Heavens*).
- 1995 Long Island Film Festival Documentary Award for *Nukes In Space: The Nuclearization and Weaponization of the Heavens*.
- 1995 Third Place Column-News-Print-Weekly, Press Club of Long Island (for column on move by Mafia-connected carting company to take over garbage collection on eastern Long Island).
- 1995 The Environmental Equinox Award from Citizens Campaign for the Environment "for his leadership in environmental protection."
- 1994 Third Place Column-News-Print-Weekly, Press Club of Long Island (for column on discrimination against women and people of color in the selection of political candidates on Long Island).
- 1994 Award from New York Civil Liberties Union, Suffolk County Chapter "in recognition of his tireless pursuit of social justice."
- 1993 WorldFest-Houston International Film Festival, Silver Award (for *Three Mile Island Revisted*).
- 1993 John Peter Zenger Media Award from New York State Bar Association (for "Justice for a Chance," a column on racism in the criminal justice system).
- 1993 Best Magazine Feature, Press Club of Long Island (for "The Rise and Fall of LILCO's Nuclear Power Program").
- 1993 Best News Column, Press Club of Long Island (for "Justice, For a Change").
- 1992 Honorable Mention for *The Push to Revive Nuclear Power* at Third U.S. Environmental Film Festival.
- 1991 "Journalist of the Year," Press Club of Long Island.
- 1990 Best Magazine Article Award, Press Club of Long Island (for "The Fire Next Time").

- 1987 FOLIO Award, Long Island Coalition for Fair Broadcasting.
- 1986 Award of Merit, Citizens Energy Council.
- 1984, 1981 Best Continuing Feature Column Award, Press Club of Long Island.
- 1980 Best News Story Award, New York Press Association (for story on engineering records found in dump involving reports of construction defects in Shoreham nuclear power plant).
- 1979 Citation for Excellence, Concerned Citizens of Montauk.
- 1979 Certificate of Award, Suffolk County Traffic Safety Board.
- 1979 Certificate of Merit, New York State Senate.
- 1979 Journalism Award, Suffolk Chapter, Friends of the Earth.
- 1978 Certificate of Appreciation, U.S. Environmental Protection Agency.
- 1978 Environmental Award, Suffolk American Legion.
- 1971 Conservation Communicator of the Year, Suffolk Fish and Game Association.
- 1971 Finalist, Society of Professional Journalists, Sigma Delta Chi (for breaking story on plans for Atlantic offshore oil drilling).
- 1970 George Polk Memorial Award (for expose on huge Long Island sand mining operation done under guise of "deep water port" construction).

Articles on the use of nuclear power on space devices and military plans for space cited by Project Censored, Sonoma State University, California, as among the 10 "best censored," "most under-reported" stories in the U.S. in 1987, 1988, 1989, 1997, 1998 and 2000. In 1997, journalism on the issue was named the "top censored" story in the U.S.

On June 20, 2017, the Suffolk County Legislature presented a proclamation honoring my more than 50 years of reporting on Long Island issues, government and politics and in celebration of the Karl Grossman Research Archive established by the East Hampton Library in April 2017. The archive, containing thousands of articles and back-up material that was used in writing them, can be accessed online at <http://easthamptonlibrary.org/long-island-history/karl-grossman-research-archive/>

March 24, 2018 was proclaimed “Karl Grossman Day” in the Town of Brookhaven—the largest town on Long Island (bigger than Nassau County)—in honor of my journalism. I received the proclamation signed by Brookhaven Town Supervisor Edward Romaine and all the members of the Brookhaven Town Board from Mr. Romaine.

LECTURES

Have given lectures especially on environmental and energy issues as well as nuclear technology—including both the dangers of nuclear power and the specter of nuclear war; the use of nuclear power in space and U.S. plans to deploy U.S. weapons in space; environmental racism; investigative reporting; environmental journalism; politics of media and other media issues at:

University of Massachusetts, Amherst
Colgate University
University of Oregon
Texas A&M
University of Wisconsin (Green Bay and Parkside Campuses)
College of Holy Cross
Tufts University
University of Idaho
Kansas State University
Oklahoma State University
Universidad La Salle in Mexico City, Mexico
Auburn University
Memphis State University
Albion College
Northern George College
Portland State University
Western State College (Colorado)
Louisiana Technical University
South Dakota School of Mines and Technology
John Jay College of Criminal Justice
Hunter College
Appalachian State University
Mansfield University
Clarkson University
Marist College
Dowling College
Trenton State College
Ohio Institute of Technology

State University of New York College of Environmental Science and Forestry
State University of New York at Stony Brook
State University of New York at Oswego
State University of New York at New Paltz
Antioch College
Antioch/New England Graduate School
Long Island University (C.W. Post and Southampton Campuses)
Western Maryland College
Queensborough Community College
Keystone Junior College
Chemetka Community College
Lamar University
Ferrum College
Millersville University
Dakota State College
Suffolk Community College (Western, Ammerman and Eastern Campuses)
California State University (Fresno)
Miami Dade Community College
Texas Tech University
Daniel Webster College
University of Portland
University of Notre Dame
Hiram College
Colby College
Delta College
Columbia University
Fordham University
Colorado College
Illinois State University
Indiana University/Bloomington
McCook Community College
Northeastern Illinois University
University of New Mexico
University of Technology, Sydney (Australia)
Fairleigh Dickinson University
Manchester College
Hartwick College
University of Central Florida
Utica College
Carnegie Mellon University
Temple University
Technical University of Darmstadt (Germany)
Clark University

Hotchkiss School
University of Vermont
Leicester University (United Kingdom)
Juniata College
University of Michigan, Ann Arbor
University of Cincinnati
McMaster University, Canada
City University of New York
Leeds University (United Kingdom)
American University
Wilmington College
University of New Hampshire
Dutchess County Community College
University of North Carolina at Asheville
State University of New York at New Paltz

Presentation on “The Political TV Commercial as a Pivotal Component in American Presidential Politics and National Leadership by Q-Score,” paper delivered at conference of the Northeast Popular/American Culture Association Conference held at St. Michael’s College, Vermont, October 26, 2013

Presentation at Nuclear-Free Future Awards Ceremony, Nobel Institute, Oslo, Norway September 2005

Presentation on “Nuclear Abolition – Prospects and Initiatives,” at Graduate Center of the City University of New York. Sponsored by the Ralph Bunch Institute and the Global Resource Action Center for the Environment, April 2005.

Presentation on “Parallel Atomic Universes,” at Russian-American Women’s Leadership and Nuclear Safety Activism Exchange of the Initiative for Social Action and Renewal In Eurasia, Tomsk, Siberia May 2002

Presentation on “Problems and Practice of Engineering Education,” Tomsk Polytechnic University, Tomsk, Siberia May 2002

Presentation on “Preventing an Arms Race in Outer Space”
At International Conference on Building The Future Today—World Peace
At Universidad La Salle, Mexico City, Mexico April 2001

Presentation on “Weapons In Space: A Media Black-Out”
At Press Freedom Conference San Francisco State University April 2001

Presentation on "The Environment and Public Health: The U.S. Experience"
At Conference on "Health of the Environment: Theory and Practice,"
Russian Academy of Sciences, Moscow, Russia May 2000

Participation on Panel on "Newly Discovered Perils of the Nuclear Industry" at
National Conference of Investigative Reporters and Editors
May 2000 New York City

Presentation on "Waging War In Space" at Annual Conference of Consortium
On Peace Research, Education & Development Association and Peace Studies
Association University of Texas at Austin April 2000

Presentation on U.S. Military Plans For Space at Conference
Of NGO Committee on Disarmament United Nations, New York
October 1999

Leader of Workshop on "Preventing an Arms Race in Outer Space"
Hague Appeal for Peace Conference The Hague, The Netherlands
June 1999

Speaker at Second All-Russia Congress on Protection of the Environment
Saratov, Russia June 1999

Participant at Conference on "Prevention of an Arms Race in Outer Space"
Organized by the Women's International League for Peace and Freedom
United Nations Geneva, Switzerland March 1999

Participant, International Conference, "Towards a Sustainable Russia:
Environmental Policy," Voronezh Nature Reserve and Moscow, Russia, 1998

Presentation on the Freedom of Information Act—"Fast Track FOI"—at National
Conference of Investigative Reporters and Editors, New Orleans, 1998.

Participant and Organizer "Freeing The Media" Conference, New York City, 1997.

Participant, Second Media & Democracy Congress, New York City, 1997
on panel, "Organizing and the Media"

Participant, Media & Democracy Congress," San Francisco, 1996. Was on
panel titled "(Un)Covering the Environment"

Faculty, Naropa Institute Environmental Leadership, Summer Intensive, 1995

Participant at "United Nations at Fifty" Conference.
Delivered paper entitled "International Atomic Energy Agency: A Nuclear Conflict of Interest." Hofstra University, 1995.

Faculty, Wildbranch Writers Conference, Sterling College, 1992.

Participant, Conference on Nuclear Arms Policy, Issues for Journalists
Harvard University, 1983.

COLLEGE SERVICE

Member of APEL (Accreditation Program for Experiential Learning) Committee, 1979-2001.
APEL Committee convenor, 1979 to 2001.
Faculty Representative, College Council, 1983-1984.
Member, Public Relations Committee and then College Communications Committee, 1979-1989.
Member, Title III Task Force on Media and Communications, 1982-1984.
Member, Reappointment, Promotion and Tenure Committee, 1985-1987.
Faculty Advisor, *The Catalyst*, college newspaper, 1979-2005.
Faculty Advisor, WCOW, college radio station, most years 1983-2005.
Faculty Development Committee, 1983-1988.
Member, Editorial Board, *Old Westbury Review*, 1984-1988.
Member, Commission on Human Relations, 1987-1988.
Member, Search Committees for Academic Vice-President, 1989 and 2003.
Chair, Search Committee for Administrative Assistant to Assistant Vice President for Sponsored Research, 1990.
Faculty Advisory Committee to the President, 1982-1985.

ASSOCIATIONS

Member, Investigative Reporters and Editors.
Founder and first president of the Press Club of Long Island.
Member, United University Professionals.
Member, New York State United Teachers.
Member, National Eagle Scout Association.

OTHER ORGANIZATIONAL AFFILIATIONS

Member of the Board of Directors, Beyond Nuclear

Member of the Board of Directors and Secretary, Fairness & Accuracy in Reporting (FAIR).
Member of the Board of Directors, Radiation and Public Health Project
Member of the Board of Advisors, Global Network Against Weapons and Nuclear Power In Space
Member of the Board of Directors, Suffolk Center for Social Justice and Human Understanding featuring the Holocaust Collection

Member of the Commission on Disarmament Education, Conflict Resolution and Peace of the International Association of University Presidents and the United Nations - 1991-2011

Participant, IAUP/UN Commission on Disarmament Education, Conflict Resolution and Peace's Conference on "Conflict Resolution, The Woman's Role in our World," at the NGO Forum to the UN Fourth World Conference on Women, in China, September 6, 1995.

Coordinator, IAUP/UN Commission on Disarmament Education, Conflict Resolution and Peace's Conference on "Conflict Resolution...In Our Schools, In Our World. A Process for Peace," November 5, 1994.

Coordinator, IAUP/UN Commission on Disarmament Education, Conflict Resolution and Peace's Conference on the "New Realities of War and Peace," September 10-12, 1993.

1974-present, listed in *Who's Who In America*.

TRAVEL

United Kingdom, Japan, China, Switzerland, Hungary, Israel, Italy, Mexico, Russia, Thailand, Iceland, Luxembourg, Germany, Belgium, Sweden, Norway, Finland, Honduras, Nicaragua, France, Canada, Denmark, British Virgin Islands, Singapore, Trinidad and Tobago, Bonaire, Curacao, Netherlands, Barbados, Dominican Republic, Martinique, St. Maarten, Peru, Bahamas, Greece, Australia, French Polynesia.

PERSONAL

Married since 1961 to Janet (Kopp). Two sons: Kurt and Adam.

ITEM 15

RESOLUTION NO. 2019.47 - Approving Annual Sponsor Services for Suffolk County Community College for FY2018-2019

WHEREAS, the State University of New York Regulation No. 602.7 requires the Suffolk County Community College Board of Trustees to review and approve services provided by its Sponsor, the County of Suffolk, and

WHEREAS, the regulation also requires the approval of each Sponsor Service satisfactorily performed; and

WHEREAS, Workers Compensation, Liability Insurance and Fleet Services are considered Sponsor Services, and

WHEREAS, the College is also responsible for costs related to the administration of the Sponsor Services, be it therefore

RESOLVED, that the following charges for Sponsor Services totaling \$2,541,664.00 for the College's 2018-2019 fiscal year are hereby approved by the Board of Trustees.

1065	628300	Workman's Compensation	\$1,692,443.21
729600		Liability Insurance	484,315.81
		Fleet Services	25,012.98
		Administrative Charges	339,892.00
		TOTAL	\$2,541,664.00

ITEM 16

RESOLUTION NO. 2019.48 - Adopting a Class Size Proposal for CUL250/HRM250: Hospitality Capstone Course

WHEREAS, there are specific class size provisions as set forth in Appendix H of the collective bargaining agreement between the County of Suffolk, Suffolk County Community College and the Faculty Association that charges the Class Size Committee to review and propose class sizes, and

WHEREAS, the Class Size Committee convened, reviewed, and has recommended a reduction in the seat limit for the CUL250/HRM250: Hospitality Capstone Course from 35 to 18, and

WHEREAS, a review of other capstone courses within the institution revealed that for pedagogical and instructional delivery purposes the class size of CUL250/HRM250: Hospitality Capstone Course should be significantly lowered to enable individualized instruction for the academic needs of the students, and

WHEREAS, the recommendation of the Class Size Committee was submitted to the Vice President for Academic Affairs, who accepts the recommendations, be it therefore

RESOLVED, that the Board of Trustees hereby adopts the Class Size proposal to take effect in Fall 2019.

Item 17

RESOLUTION NO. 2019.49 - Amending Articles V and VI of the Bylaws of Suffolk County Community College Regarding Officers of the Board of Trustees

WHEREAS, Articles V and VI of the Bylaws of Suffolk County Community College establish the Officers of the Board of Trustees and outline which Officers of the Board shall preside at meetings of the Board of Trustees in the Chairperson's absence, and

WHEREAS, the Board of Trustees wishes to amend these provisions to provide for an additional Vice-chairperson position, be it therefore

RESOLVED, that Articles V and VI of the Bylaws of Suffolk County Community College are hereby amended as reflected on Attachment VII herein, effective June 20, 2019.

**BYLAWS
OF
SUFFOLK COUNTY COMMUNITY COLLEGE**

Article I

Name of the College

The official name of the college shall be as follows:

SUFFOLK COUNTY COMMUNITY COLLEGE

Article II

Purpose of the College

A. General

1. To offer programs and services that fulfill the educational needs of the residents of Suffolk County.
2. To provide access without regard to race, color, creed, sex, age or disability, and to encourage those students who might otherwise be unable to pursue a college education.
3. To assure financial access to the residents of Suffolk County through reasonable tuition charges and through institutionally sponsored fundraising efforts in support of both merit and need-based scholarships.
4. To provide appropriate learning resource instructional programs and resources designed to support the curricula and to encourage student research projects and personal interests.
5. To provide comprehensive student services designed to enhance the college's cultural, social and aesthetic environment in ways that support the growth and development of all its members.
6. To maintain a program of professional development for administrators, faculty and staff.
7. To encourage applied research that identifies ways to enhance and enrich the teaching-learning environment.
8. To offer programs and services that respond to the ever-changing needs of business, government and community organizations and to support economic development activities in Suffolk County.
9. To provide educational experiences in physical settings and with state-of-the-art equipment that is conducive to student achievement, and to assure full compliance with the Americans with Disabilities Act (ADA).

B. Degree/Certificate Programs

1. To structure the curricula of the college so that each program includes courses which
 - o develop oral and written communication skills;
 - o encourage thinking skills and creativity;
 - o foster appreciation for scientific methodology;
 - o promote an understanding of self, nature and society and its historical context, and a heightened awareness of personal, social and aesthetic values;
 - o enhance occupational skills; and
 - o encourage physical fitness.
2. To provide associate degree programs designed to serve students who wish to transfer to a four-year college or university.
3. To offer occupational and/or vocational associate degree programs that prepare students for immediate employment.
4. To offer certificate programs designed to serve students who wish to learn new skills or upgrade current skills.
5. To offer developmental and basic skills programs which enable students to achieve the proficiency required to succeed in a collegiate environment.
6. To provide a range of academic experiences to challenge students at various stages of intellectual development.

C. Community Service/Continuing Education

1. To provide lifelong educational experiences for county residents related to their job development, leisure activities, civic responsibilities and physical well-being.
2. To provide public service activities including workshops, community forums and cultural enrichment programs.
3. To cooperate with other community/governmental agencies to enhance the quality of life in Suffolk County.
4. To serve as a social, intellectual and recreational resource to the residents of Suffolk County.

Article III

Powers and Duties of the Board of Trustees

The college shall be administered by the Board of Trustees, appointed in conformance with Article 126, Section 6306, of the N.Y.S. Education Law. It shall be the responsibility of the Board appoint a president and to establish the strategic plan, budget and policies governing the operation and management of the college.

A.2

In accordance with the N.Y.S. Education Law, and the Rules and Regulations adopted by the State University of New York Trustees in furtherance thereof, the powers of this Board are as follows:

Under the time-honored practice of American colleges, trustees of colleges, as legal official bodies corporate, concentrate on establishing policies governing the college, and delegating responsibility for the administration and execution of those policies to their employed professional administrators. The college trustees, subject to the approval of the State University trustees, shall appoint a president, approve curricula, prepare, approve and implement budgets, establish tuition and fees (within legal limits), approve sites and temporary and permanent facilities. The college trustees shall provide for the awarding of certificates and diplomas, and the conferring of appropriate degrees on the recommendation of the president and the faculty. In addition, the college trustees upon the recommendation of the president shall appoint personnel, determine and implement salary and employee benefits schedules and approve the organizational pattern of the college.

- A. The college trustees shall formulate and record the policies and procedures of appointment and conditions of employment of the president and other professional administrative personnel.
- B. The college trustees shall establish policies and delegate to the president or designee responsibility for implementation of the following:
 1. personnel policies, including the following:
 - a. appointments, promotions, tenure and dismissals of faculty and staff members;
 - b. conditions of employment, leaves of absence and sabbatical leave;
 - c. statements regarding academic freedom; and
 - d. subject to the local and State civil service regulations, the working conditions for nonacademic personnel and fixed rates of compensation;
 2. creations of divisions, departments, and appropriate administrative positions and definition of duties to carry out the objectives of the college;
 3. regulations governing the behavior and conduct of students and guiding the cocurricular program of the college;
 4. authorization and supervision of travel for the purposes of the college;
 5. care, custody, control and management of land, grounds, buildings, equipment and supplies used for the purposes of the college for carrying out its objectives;
 6. use of college facilities for outside organizations;
 7. admission of students;
 8. preparation of a budget for operation of the college for submission to and approval by the local sponsor and the State University trustees;
 9. preparation of capital equipment and capital construction budgets;

10. use of college facilities for research, consultation or other contractual services pursuant to the educational purposes of the college, in accordance with regulations of the college trustees and upon reimbursement to the college on a fair and equitable basis for the use of facilities or equipment;
11. make available for inspection all college policies and procedures at the college for the convenience and information of members of the college constituency; and
12. such other powers and perform such other duties as may be provided by law or prescribed by the State University trustees together with such other powers as may be prescribed by the N.Y.S. Education Law.

Article IV

Delegation of Authority to the President

- A. The president is hereby directed to act upon the following personnel and financial matters and is delegated the authority to commit the college as if done by the Board:
1. Appointing professional staff in the bargaining units to approved positions;
 2. Re-appointing professional staff in the bargaining units;
 3. Appointing academic chairs and assistant academic chairs;
 4. Awarding continuing appointment;
 5. Designating professors emeriti;
 6. Approving promotions in rank;
 7. Accepting resignations, retirements and declinations of appointment;
 8. Approving leaves of absence, sabbaticals and reductions in load;
 9. Terminating administrative responsibilities;
 10. Appointing classified and unclassified staff to approved positions;
 11. Certifying payroll and supplemental payroll reports;
 12. Approving the transfer of funds within and among capital accounts, not to exceed \$50,000, and between phases of capital projects, subject to County and State approvals; and
 13. Approving the appointment, re-appointment, termination, separation, transfer, promotion, salary modification and leave for any managerial-confidential employee following notification to the chairperson of the Board.
- B. At each meeting of the Board the president shall submit an information report on actions taken, if any, in accordance herewith since the prior list was submitted and such list shall be accompanied by a statement of the credentials of each professional staff member hired.

Article V

Officers and Committees of the Board

A. OFFICERS

The Officers of the Board shall be a Chairperson, two Vice-Chairpersons, and a Secretary.

B. TERM OF OFFICE

The officers shall be elected each year and shall take office as of July 1. They shall hold office until their elected successors take office. A majority vote of the members of the Board shall be necessary for election. Vacancies in offices shall be filled by the Board except that in the event of a vacancy in the office of chairperson, the more senior vice-chairperson, based on length of service on the Board, shall automatically assume the position of chairperson.

C. DUTIES OF THE CHAIRPERSON

1. The chairperson shall preside at all meetings of the Board.
2. The chairperson shall appoint all *ad hoc* committees and shall designate the chairperson of all standing and *ad hoc* committees.

D. DUTIES OF THE VICE-CHAIRPERSONS

The vice-chairpersons shall perform the duties of the chairperson in his/her absence and such other duties as the chairperson may delegate to him/her from time to time. The powers and duties of the vice-chairperson in the chairperson's absence shall devolve upon the more senior vice-chairperson, based on length of service on the board, and in that vice-chairperson's absence, the less senior vice-chairperson.

E. DUTIES OF THE SECRETARY

The secretary shall be responsible for the minutes of such meetings and shall cause them to be prepared and submitted to each member of the Board. The secretary shall have charge, under the direction of the Board, of all official records and papers belonging to the Board. The secretary shall also perform such duties as may be assigned from time to time by the Board. The foregoing responsibilities may be delegated to a member of the college staff who shall perform same under the supervision of the secretary.

F. EXECUTIVE COMMITTEE

The executive committee of the Board of Trustees shall consist of the chairperson, vice-chairpersons, and secretary. The executive committee shall act for the Board between meetings of the Board or when a quorum is not present at a regular meeting. Such acts of the executive committee shall not be binding upon the Board or be considered final acts until confirmed by the Board at a meeting with a quorum present.

G. COMMITTEES OF THE BOARD

General

Members of the Board may be on as many committees as they choose, provided, however, that the number of Board members on each committee does not exceed five. In addition, for each committee, the Chair of the Board shall designate one member of each committee as Chair for that committee.

Each committee shall keep regular minutes of their proceedings and make the same available to the Board upon request. Committee meetings do not require a quorum, but the minutes shall include a record of those present. All committee members must be provided with reasonable notice of each meeting. A meeting may take place through any form of communication approved by the members of the committee.

No committee shall have the authority to act on behalf of the Board without specific authorization approved by the Board and, then, only for such matters which the Board is not required to act upon. It shall not be required that a matter come before a committee or be acted upon by a committee before being considered by the Board. No voting will occur. The work of the committee shall be summarized by its Chairperson to the Board at a meeting.

Ad hoc Committees

The Chair may, by resolution or resolutions of a majority of the Trustees of the Board, establish one or more *ad hoc* committees consisting of Board members and/or members of the administration. The Chair of the Board shall designate one member of each *ad hoc* committee as the Chair of that committee.

Standing committees

The following committees are hereby established as standing committees. Each such committee shall have at least two but no more than five Board members. The membership of committees shall include a minimum of one administrator appointed by the President. Each committee is hereby charged, in addition to the specific charge stated below, with advising the Board on policy issues and on the

preparation of the College's strategic plan, in relation to the purpose of the committee, and on assessing the accomplishment of the goals and objectives of the approved strategic plan.

1. **Budget and Finance:** Provide oversight to ensure that appropriate accounting and budgeting policies are established and followed, and that the college issues financial statements and reports in a timely manner in accordance with all regulatory obligations. This committee will also oversee any ethical issues involving the Board or the administration.
2. **Student Success:** Advise Board on program offerings, services and policies in both the academic and student affairs area.
3. **Facilities and Technology:** Advise Board on action necessary to provide a safe, secure and appropriate environment for learning, including arranging for the development of a master plan, advising on the implementation of approved capital programs, and reviewing plans for providing effective technology resources.
4. **Advocacy:** Advise Board on external communication with various constituencies, including the media, government, community groups, business organizations, educational institutions, prospective students and the general public.
5. **Personnel:** Advise Board on the organizational structure, human resource policies and labor relations, and the securing of an appropriate staff that can effectively carry out the mission. Included in this are the preparation of a proposed budget for personnel and the review of the evaluation of employees.
6. **Governance:** Provide oversight on the Board's and each individual member's role and responsibilities to enhance Board effectiveness and development, focusing on such areas as Board by-law and policy review and amendment; Board compliance with the provisions of the by-laws and recommendations for procedures designed to maintain compliance; proposals for modifications to the rules and procedures of the Board; Board education and training, including orientation of new members; periodic Board self-assessment, including evaluation of individual Board members' performance, skills, and attendance, and recommendations for improvement; and processes for nominating members for election as Board officers. The Governance Committee shall also provide oversight on issues involving conflicts of interest and ethics. Other than Board members could be invited as the Board deems necessary.

Article VI

Meetings of the Board

A. MEETINGS

1. The schedule of regular meetings shall be established for a calendar year period by concurrence of the Board at a meeting prior to January 1 of each year. Such schedule shall establish the time of the meeting and the location.
2. The election of officers of the Board of Trustees shall be held in June of each year.
3. Special meetings shall be held on the call of the chairperson, or on written notice of five members.

B. NOTICE OF TIME AND PLACE OF MEETINGS

1. A notice of the date, time and place of every regular meeting, along with an agenda, shall be mailed to every Board member by the secretary of the Board at least four business days prior to such meeting. Such notice may be delivered by alternate means, including facsimile or electronic mail, to any Board member who consents to such delivery.
2. Whenever a special meeting is called, notice of such meeting shall be given to each member of the Board.

C. QUORUM OF THE BOARD

In accordance with the Public Officers Law, a quorum for the transaction of business shall be six (6) members.

D. PRESIDING OFFICER

1. The chairperson, or in his/her absence, the more senior vice-chairperson, based on length of service on the Board, shall preside at all meetings of the Board. -In case the chairperson and the more senior vice-chairperson shall not attend at the time appointed for any meeting of the Board, the less senior vice-chairperson shall preside. In case the chairperson and both vice-chairpersons shall not attend at the time appointed for any meeting of the board, the secretary shall call the roll and, on the appearance of a quorum, shall act as chairperson, call the Board to order, and conduct the meeting.
2. The presiding officer shall decide all questions of order, subject to appeal to the members present.
3. The presiding officer shall designate an acting secretary in the event of the absence of the secretary.

E. AGENDA AND ORDER OF BUSINESS

Prior to each regular meeting, the chairperson shall prepare an agenda for the meeting which shall include resolutions proposed by the president or any Board member. All requests for resolutions shall be accompanied by appropriate documentation relevant to making a determination. Such agenda shall include the order of business. No matter shall be considered for formal action at a regular meeting unless it shall have appeared on the agenda. Exceptions to the agenda items will be entertained at the discretion of the majority of the Board; however, the vote on such an item shall be deferred for thirty minutes following its introduction.

F. PARLIAMENTARY PROCEDURE

The Board shall be governed in its procedures by parliamentary rules and usage as set forth in Robert's Rules of Order.

G. PUBLIC PARTICIPATION

Participation at Board meetings is limited to members of the Board, the president and, as necessary, members of the administration. Other persons wishing to address the Board may do so by written request to the chairperson, delivered two days in advance of the meeting. The Board will permit an oral presentation not to exceed five minutes. Once the meeting has begun anyone requesting to participate will be allowed to do so by majority vote of the Board.

H. MINUTES OF MEETINGS

A stenographer shall be present to take verbatim minutes at all public sessions of meetings of the Board. In the absence of the stenographer the proceedings shall be tape recorded. The verbatim minutes shall be made available upon request. In addition, summary minutes shall be prepared and published. Members of the Board shall state any corrections to the verbatim or summary minutes at the subsequent meeting of the Board, and such correction shall be made upon approval of the Board.

I. ATTENDANCE

1. Members may attend a meeting and participate by means of video conferencing, should such technology be available in the room the meeting is taking place.
2. Any member who wishes to attend a meeting by means of video conferencing must notify the Office of Legal Affairs prior to said meeting. Notification must be received by the Office of Legal Affairs no fewer than twelve (12) days prior to such meeting, unless the Office of Legal

Affairs determines that exigent circumstances warrant a waiver of this provision.

3. Members who are not in attendance for any part of a meeting shall be considered absent unless such member is engaged at such time in the conduct of college business.
4. When any member of the board, holding office by appointment of the governor, fails to attend three consecutive regular meetings of the board, unless such absences are for good cause and excused by the chairperson of the board on the record in the open portion of a meeting, or, in the case of absences by such chairperson, by the governor, in writing, the office shall be deemed vacant for purposes of the nomination and appointment of a successor.
5. Any member of the board appointed by the Suffolk County Legislature who shall be absent from four consecutive regular meetings of such board, unless such absences are excused by resolution of the board, shall be deemed to have vacated his/her office. Each such absence and the reason therefor shall be acknowledged by the chairperson of the board on the record in the open portion of a meeting. Vacancies occurring in such office, otherwise than by the expiration of the term, shall be filled for the unexpired balance of the term.

J. EXECUTIVE SESSIONS

The Board shall go into executive session upon the majority vote of its members upon matters permitted by law. Board members are obligated to maintain the confidentiality of matters discussed during executive session and of any confidential or privileged documents

Article VII

Amendments and Suspension of By-Laws

A. AMENDMENTS OF THE BY-LAWS

An amendment to the By-Laws may be adopted at any regular or special meeting of the Board provided it was included in the agenda.

B. SUSPENSION OF THE BY-LAWS

The By-Laws may be suspended at any meeting of the Board, for some purpose, by the affirmative vote of a majority of the Board.

Article VIII

Item 18

RESOLUTION NO. 2019.50 - Adopting a Sexual and Romantic Relationship Policy

WHEREAS, on October 9, 2018, in furtherance of its goal to promote and maintain working and learning environments free from discrimination and harassment, the State University of New York (SUNY) Board of Trustees adopted a resolution directing each SUNY campus to individually develop, with input from appropriate members of their workplace and campus communities, including local governance, a Sexual and Romantic Relationships Policy, and

WHEREAS, pursuant to SUNY's directive, such Sexual and Romantic Relationships Policy must, at a minimum: (a) apply to all faculty, students, and staff; (b) prohibit any sexual or romantic relationships between faculty or staff members and students if there is an existing supervisory, evaluative, or instructional relationship, unless the relationship is disclosed and supervision, evaluation or instruction is terminated in accordance with the policy; (c) require for sexual or romantic relationships between faculty or staff where this is a supervisory or reporting relationship between the participants that each employee inform an appropriate campus entity of such relationship; (d) require that for sexual or romantic relationships in the workforce alternative supervisory roles be created to ensure that supervisors in a consensual romantic or sexual relationship with an employee be removed from any evaluation of the employee, and from any activity or decision that may appear to reward, penalize, or otherwise affect the employment status of the employee; (e) make allowances for pre-existing relationships or marriages, provided that the relationship is reported as required and that alternative supervisory relationships be established; and (f) require that discipline be imposed for any individual failing to follow the terms of the policy, up to and including termination, and

WHEREAS, Suffolk County Community College is committed to fostering a workplace and learning environment that is free from sex discrimination and sexual harassment, and has developed a Sexual and Romantic Relationships Policy meeting SUNY's standards, with input from appropriate members of the College community, including Campus Governance, and

WHEREAS, the Governance Committee has recommended that the Board of Trustees consider for adoption the attached Sexual and Romantic Relationships Policy, be it therefore

RESOLVED, that the College hereby adopts the "Sexual and Romantic Relationships Policy" effective June 20, 2019 (see, Attachment VIII).



Sexual and Romantic Relationships Policy

I. Summary

Suffolk County Community College (“College”) is committed to providing a learning and working environment for its faculty, staff, and students that is free of discrimination, harassment, exploitation, favoritism, and conflicts of interest. To fulfill this obligation and commitment, it is vital that College employees maintain appropriate professional boundaries with students and with employees over whom there is or will be a supervisory relationship or other imbalance of authority, power or influence. The College has established this Sexual and Romantic Relationships Policy to support all members of the College community in maintaining a learning and working environment that is characterized by professional and ethical conduct.

II. Reason for Policy/Purpose

The College encourages the development of mentoring and collegial relationships exemplified by professional and ethical behavior that is free from any discriminatory, intimidating, or harassing actions. These relationships help to provide an environment of mutual respect in which faculty and staff serve as role models and mentors, facilitating students’ intellectual and personal growth.

In the academic context, sexual harassment often involves the inappropriate personal attention by an individual who is in a position to exercise professional power over another individual. This could be an instructor who determines a student’s grade or who can otherwise affect the student’s academic performance or professional future; or a tenured chair whose evaluation of a junior colleague can affect the latter’s professional life. Sexual harassment can also occur between persons of the same College status. An example would be persistent personal attention from one colleague to another in the face of repeated rejection of such attention. Both types of harassment are unacceptable. They seriously undermine the atmosphere of trust essential to the academic enterprise.

When College faculty and staff exercise power and authority over other College faculty, staff and students, whether due to current supervisory, evaluative, academic, or other professional authority, or perceived influence or control over an educational or work experience, a power imbalance is created, which may impede the real or perceived freedom of the faculty, student, or employee not to enter into a sexual or romantic relationship or to terminate or alter that sexual or romantic relationship. This makes consent within any sexual or romantic relationship between a supervisor and employee or between an employee and a student, when a power imbalance is present, problematic. A sexual or romantic relationship under these conditions may also result in a loss of objectivity and create a conflict of interest in any evaluative, supervisory, academic, or other professional role. Moreover, that relationship may cause individuals outside of the relationship to believe that they are treated in an unequal manner during such a relationship or after it terminates, or it may cause individuals to feel that entering into such a relationship is necessary or beneficial in attaining their academic or career goals. Relationships such as these can negatively impact the

credibility or reputation of the employee, the department, or the College, and may expose individuals or the College to liability.

Implicit in the idea of professionalism is the recognition by those in positions of authority that in their relationships with students or staff there is an element of power. Inherent power differentials may exist between employees and students even where there is no direct teaching or supervision of students. It is incumbent upon those with authority not to abuse, nor to seem to abuse, the power with which they are entrusted. As members of a community characterized by multiple formal and informal hierarchies, it is incumbent upon each of us to be aware of and sensitive to the ways in which we exercise power and influence and to be judicious in our relationships with others.

III. Definitions

College Employee: An individual employed by Suffolk County Community College, whether as a faculty member, staff member, or administrator, and inclusive of individuals employed on adjunct or part-time status. For purposes of this policy, "College employee" also includes individuals employed by the Suffolk Community College Association, Inc. ("Association"), including coaches; however, the term "College employee" does not include student employees. For purposes of this policy, the term "College employee" also includes an individual who volunteers with or provides services to the College or the Association in an unpaid capacity (including as an intern) that places them in a supervisory or other professional relationship with respect to employees and/or students at the College, including but not limited to volunteer coaches and volunteer student activity/club advisors.

Student Employee: A student at the College who is also employed by the College or the Association.

Coach: An individual serving in the capacity of a coach, assistant coach, volunteer coach, or an individual otherwise exercising coaching responsibilities with respect to a College athletic team.

Student: A person either enrolled in or auditing credit or non-credit courses at the College, on either a full-time or part-time basis. Persons who have either applied for, or been notified of, their acceptance for admission shall also fall under the definition of "student." Status as a "student" continues through completion of all academic requirements and graduation.

Student-Athlete: A student participating as a member of a College-sponsored athletic team or sport, including club sports and intramurals.

Sexual or Romantic Relationship: A dating or romantic relationship and/or sexual interaction agreed to by the involved parties. Non-consensual relationships are always prohibited by College policy.

IV. Scope and Applicability

This policy applies College-wide to all College employees and students. This policy also applies to other members of the College community, such as employees of the Suffolk Community College Association, Inc. and volunteers with a role at the College that place them in a supervisory or other professional relationship with respect to employees and/or students at the College that this policy seeks to address.

This policy addresses sexual and romantic relationships, agreed to by the parties involved, that have a dynamic that involves a power imbalance. Non-consensual relationships are always prohibited by College policy. The College has other policies that address discrimination, harassment, sexual misconduct, conflicts of interest, and nepotism. Please refer to Section VII of this policy for cross-references to those other policies.

V. Policy and Procedures

A. Relationships between College Employees and Students

Students have the right to pursue their academic and professional goals in an environment free from favoritism, unfair treatment, discrimination, harassment, coercion, or bias. The College expects a high level of professionalism and ethical conduct of all College employees. Sexual or romantic relationships between a College employee and a student may present a conflict of interest in violation of the College's Code of Professional Ethics. Codes of ethics for many professions prohibit the initiation of sexual or romantic relationships where instructor/student, supervisor/employee, and professional/client relationships exist. The College's policy mirrors those professional standards and models for students the expectations for professional relationships they can expect to encounter at the College and after graduation.

College employees are prohibited from soliciting, entering into, or engaging in a sexual or romantic relationship with any student:

- Over whom the employee has current supervisory, evaluative, academic, or other professional authority, whether direct or indirect, inclusive of the period during which grade grievances or other appeals may be filed/adjudicated (See the College's Course Grade Grievance Procedure).
- Over whom the employee should reasonably expect to have future supervisory, evaluative, academic, or other professional authority, whether direct or indirect.
- Where the employee works in Athletics or serves as a coach, and the student is a student-athlete or is known by the coach to be seeking to become a student-athlete.
- Whom the employee advises, counsels, or mentors at the College;
- Where the employee works in a student support capacity, such as in Admissions, Counseling, Registrar, Financial Aid, Public Safety, Student Health Services, Campus Activities, Tutoring, Testing, Career Services, Student Affairs, Academic Affairs; and
- Where the employee is otherwise in a capacity to make decisions or recommendations as to the student in connection with the student's education or opportunities at the College.

Any College employee who has, or has had, a sexual or romantic relationship with a student is prohibited from exercising supervisory, evaluative, academic, or other professional authority over that student. Supervisory, evaluative, academic, or professional authority includes, for example, situations where the employee teaches; grades; supervises the research or academic program/department/course of study of; supervises the internship/practical learning experience of; advises; counsels; coaches; provides a College service to; or otherwise makes decisions or recommendations as to the student at the College.

College employees are strongly discouraged from soliciting or entering into a sexual or romantic relationship with any student, regardless of department, program, or campus affiliation. The “consensual” nature of such a relationship does not preclude an individual from making a complaint that this policy or another College policy has been violated by such a relationship. Consent is affirmative and can be withdrawn at any time.

Pre-existing Relationships:

Sexual or romantic relationships between a College employee and student that pre-date enrollment as a student, hiring/assignment as an employee in the implicated position of authority, or the effective date of this policy are not prohibited by this policy, provided the employee discloses the existence of the relationship to one of the Civil Rights Compliance Officers identified in Section VI of this policy, and appropriate mitigating measures are agreed to by the employee.

Sexual or romantic relationships that are initiated entirely outside and separate from the College environment, such as where an employee meets an individual outside the College before that individual is known by the employee to be a student at the College, are not prohibited by this policy, provided the employee discloses the existence of the relationship to one of the Civil Rights Compliance Officers identified in Section VI of this policy, and appropriate mitigating measures are agreed to by the employee.

It is the responsibility of the employee, not the student, to disclose a pre-existing relationship as soon as it is known that the relationship is covered by this policy (i.e. upon hiring or assignment to a position that places the employee in a position of authority, upon discovery that the partner is a student, etc.), and to cooperate in the development and implementation of mitigating measures. The Civil Rights Compliance Officer, in consultation with appropriate College, campus, and/or department leadership, will identify necessary measures that appropriately mitigate the potential conflict of interest and impact on the educational experience of the employee’s partner and/or other students.

Section V(E) of this policy governs reports and investigations of violations of this policy.

B. Relationships between Student Employees and Students

Student employees are prohibited from soliciting, entering into, or engaging in a sexual or romantic relationship with any student they supervise, manage, teach/tutor, grade, advise, or evaluate in any way in their capacity as a student employee. Sexual or romantic relationships between a student employee and student that pre-date the partner’s enrollment as a student, the student employee’s hiring/assignment as a student employee in the implicated position of authority, or the effective date of this policy are not prohibited by this policy, provided the student employee discloses the existence of the relationship to one of the Civil Rights Compliance Officers identified in Section VI of this policy, and appropriate mitigating measures are agreed to by the student employee.

C. Relationships between College Employees

College employees are prohibited from supervising, managing, or evaluating, whether directly or indirectly, any employee with whom they are engaged in a sexual or romantic relationship. Employees in a consensual sexual or romantic relationship with another employee must remove themselves from any supervision, management, or evaluation of the other employee and from any

activity or decision that may appear to reward, penalize, or otherwise affect the employment status of the employee.

Employees who seek to enter into a sexual or romantic relationship with another employee they supervise, manage, or evaluate should be cognizant of the inherent power differential present, even where both parties consent to the relationship. In the employment context, supervisory, evaluative, or management authority means the authority to make or impact decisions on an employee's terms conditions, or privileges of employment, such as hiring, termination, promotion, schedule, assignment of duties, evaluation, or changes in compensation or benefits.

Employees who seek to enter into or who have entered into a sexual or romantic relationship with an employee they supervise, manage, or evaluate must contact one of the Civil Rights Compliance Officers identified in Section VI of this policy as soon as practicable to disclose the relationship. It is the responsibility of the employee in the supervisory/management/evaluative role to disclose the relationship, whether new or pre-existing, as soon as possible, and to cooperate in the development and implementation of mitigating measures. The Civil Rights Compliance Officer, in consultation with appropriate College, campus, and/or department leadership, will identify necessary measures that appropriately mitigate the potential conflict of interest and impact on the work environment of the supervising employee's partner and/or other employees. Section V(E) of this policy governs reports and investigations of violations of this policy.

D. Exceptions

It is anticipated that the provisions made for pre-existing relationships will mitigate the need for exceptions to this policy, but it is recognized that exceptions may be necessary or appropriate on a case-by-case basis so that this policy does not operate to limit a student's educational opportunities or to otherwise work against the College's mission and goals. Individuals with questions or concerns about a relationship that may be covered by this policy or the need for an exception to a provision in this policy should contact the individual(s) identified in Section VI of this policy.

E. Reports, Complaints, and Investigation

Reports or complaints of violations of this policy should be made to either of the Civil Rights Compliance Officers identified in Section VI of this policy. Retaliation against a person who, in good faith, reports a violation of this policy or who assists/participates in any manner under this policy, is strictly prohibited and may result in disciplinary action.

The College will investigate the complaint in accordance with the College's Title IX / Education Law Article 129B policies (see www.sunysuffolk.edu/titleix), the College's Equal Opportunity / Anti-Discrimination Policy (see www.sunysuffolk.edu/nondiscrimination), or other College policy, as applicable. If an employee is determined to have engaged in prohibited behavior, the employee could be subject to appropriate discipline in accordance with the applicable collective bargaining agreement, up to and including termination, or other appropriate action in accordance with College policy, as warranted by the individual facts of each case.

VI. Responsible Office

Persons with questions about this Policy or who wish to make a complaint that there has been a violation of this Policy can contact:

Civil Rights Compliance Officers	
Christina Vargas Chief Diversity Officer/Title IX Coordinator Ammerman Campus, NFL Bldg., Ste. 230 533 College Road Selden, New York 11784 vargasc@sunysuffolk.edu (631) 451-4950	Dionne Walker-Belgrave, Ed.D. Affirmative Action Officer/Deputy Title IX Coordinator Ammerman Campus, NFL Bldg., Suite 230 533 College Road Selden, New York 11784 walkerd@sunysuffolk.edu (631) 451-4051

VII. Cross-References

Policies:

- [Code of Professional Ethics](#)
- [Equal Opportunity and Anti-Discrimination Policy](#)
- [Nepotism Policy](#)
- [Options for Confidentially Disclosing Sexual Violence](#)
- [Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases](#)
- [Sexual Harassment Policy and Grievance Procedure for Employees](#)
- [Sexual Harassment Policy and Grievance Procedure for Students](#)
- [Sexual Violence Response Policy](#)
- [Student Code of Conduct](#)
- [SUNY Uniform Sexual Harassment Response and Prevention Policy Statement](#)
- [Whistleblower Policy](#)

Documents and Resources:

- [Annual Security Report](#)
- [Discrimination / Harassment / Retaliation Complaint Form](#)
- [Non-Discrimination Notice](#)
- [Student's Bill of Rights](#)
- [Title IX Brochure](#)
- [Title IX Webpage](#)

VIII. References

- Title IX, Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.* (nondiscrimination based on sex in education programs and activities)
- Title VII, Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.* (nondiscrimination based on sex in employment)
- Equal Pay Act of 1963, Pub. L. 88-38 (codified at 29 U.S.C. § 206(d))

- NYS Executive Law Article 15 (New York State Human Rights Law)
- NYS Education Law Article 129-B (college implementation of sexual assault, dating violence, domestic violence, and stalking prevention and response policies and procedures)
- NYS Labor Law § 201-g (sexual harassment prevention policy requirements for employers)
- SUNY Sexual and Romantic Relationship Policy, Document No. 6506
- SUNY Board of Trustees Resolution re: Sexual Harassment and Consensual Relationship Policy (Oct. 9, 2018)

IX. History/Revision Dates

Adopted: June 20, 2019