**Cabinet Summary**

**January 21, 2025**

Excused: Jill

Check-in – All

The team processed the passing of Sandy Cummings.

Previous meeting summary - Randy

SUNY Update - Randy

Governor State of the State Address:

1. Free community college
2. $30M for community colleges

Values moments - All

* Inspiring confidence – Aaron Fried’s design of the Data Summit was well received.
* Embracing community – Karey securing Jen Adams for her keynote on student behavior was well received.

Hiring Conversation - Crystal

* Consider reinforcing that gender, race/ethnicity and other DEI characteristics are priorities in creating the interview pool but should not be considered when searching for the most qualified candidates.
* Consider only posting minimum requirements to expand pools and provide more flexibility to screening committees and hiring supervisors. Qualifications would be more about skills and other considerations.
* Clarify committee member and supervisor roles upfront in the committee charge meetings.
* Consider refining how screening rubrics are developed.
* **Continue conversation at next Cabinet meeting.**

9:20 - Bias Team Charter - Todd

* Development of this new team aligns with the SUNY initiative in this space and relates directly with Title VI processes.
* Discussion included a few refinements to the charter. **Todd and Karey will take the revised charter to the College Senate as an FYI.**

Student Opinion Survey - Randy

* A draft list of questions was reviewed and revised.
* Attention should be paid to dips in results in the SUNY SOS to add questions in the Pulse surveys to monitor in the interim years.
* **Randy and Tom will work with IR staff and the Institutional Effectiveness Council to finalize and distribute half the questions to students in the fall and the other half in the spring.**

9:50 – Other - All

* Administrator’s meeting – breathing space; just bagels and coffee/drop by
* Todd shared insights from his SUNY CDO conference.

**Cascading Messages/Actions**

Karey will take the lead on communications regarding the passing of Sandy Cummings.