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From: "Ryan J McDavis" <ryan@atixa.org>
Sent Date: Tue, 24 Apr 2018 15:51:46 -0600 (MDT)
Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub
To: <atixa@googlegroups.com>

Attachments:image004.png (5.94k) image003.png (3.6k) image002.png (2.87k) image001.png (23.74k)

A female student has an account and is posting on Pornhub. The student posted:

- her real name,
- that she is a student at our institution (including the name our institution), and
- revealing photos that appear to be taken inside a dorm room on our campus

We are a private institution. Our student affairs department wants to act swiftly to address the page. We are less concerned about the first amendment freedoms, and more concerned about the student responding that the page is a job and that she pays for school using the page.

Have any other private institutions faced a similar situation? If so, any recommendations on how to handle?

Best Regards,

Ryan J. McDavis MSL, MPA
Executive Director
Association of Title IX Administrators



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Berwyn, PA 19312
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Mobile (610) 256-0986
Fax (610) 993-0228
www.nchem.org
Ryan@atixa.org



ATIXA urges you to consider the environment before printing this e-mail

page 1 of 2

From: "Timothy Doyle" <tdoyle1@cbu.edu>
Sent Date: Tue, 24 Apr 2018 16:02:05 -0600 (MDT)
Subject: [ATIXA] RE: Member Anonymous Question: Student Posting on Pornhub
To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Attachments: image004.png (5.94k) image003.png (3.6k) image002.png (2.87k) image001.png (23.74k)

While you could consider investigating this as an "Exploitation" case (perhaps the student has a "sponsor" via the site), at my institution we'd move to shut it down under our Residence Life policy that states: "No student is to permit his or her room to be used for any commercial purpose." I'd check with your housing folks to see if they have a policy that's similar.

Good luck,

Tim Doyle

From: atixa@googlegroups.com [mailto:atixa@googlegroups.com] **On Behalf Of** Ryan J McDavis
Sent: Tuesday, April 24, 2018 4:52 PM
To: atixa@googlegroups.com
Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

A female student has an account and is posting on Pornhub. The student posted:

- her real name,
- that she is a student at our institution (including the name our institution), and
- revealing photos that appear to be taken inside a dorm room on our campus

We are a private institution. Our student affairs department wants to act swiftly to address the page. We are less concerned about the first amendment freedoms, and more concerned about the student responding that the page is a job and that she pays for school using the page.

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Best Regards,

Ryan J. McDavis MSL, MPA
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Association of Title IX Administrators



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The ATIXA Member listserv is moderated. To reach a moderator directly, please email info@atixa.org. Anonymous posting requests can be submitted to info@atixa.org. Questions or concerns regarding the listserv can be directed to info@atixa.org.

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From: "Val Nye" <valnye@gmail.com>
Sent Date: Fri, 13 Apr 2018 09:10:14 -0600 (MDT)
Subject: [NMLA] Fake News Webinar - April 25
To: <nmlamembership@mailman.nmsu.edu>

Fake News or Free Speech: Is There a Right to be Misinformed?

Wednesday, 4/25/2018

- 2:00 PM-3:00 PM (Eastern)
- 1:00 PM-2:00 PM (Central)
- 12:00 PM-1:00 PM (Mountain)
- 11:00 AM-12:00 PM (Pacific)

"Fake news" has always been part of the communication landscape. The difference now is that we are inundated with social media that makes it possible to disseminate "fake news" quickly and easily. In the past "fake news" was used as propaganda to isolate individuals or groups of people, destabilize governments, and foment anarchy. "Fake news" may be inaccurate, dishonest, misleading, intentionally untrue, and even intended to damage the paradigm of factual information. But is it illegal? Is it protected by the First Amendment? Can "fake news" -- or suppressing it -- undermine our democratic way of life?

FTRF and ALA OIF are excited to host this preview of the Intellectual Freedom Committee program that Moderator Emily Knox and other panelists will offer at ALA's Annual Meeting this summer.

Visit this link for more information and to register for the webinar.

<http://www.ala.org/advocacy/intfreedom/webinar/fakenews>

From: "Stephanie Wilson" <libsew@nmcourts.gov>
Sent Date: Wed, 3 Jan 2018 17:03:28 -0700 (MST)
Subject: [NMLA] Fwd: [alacro-I] ALA News for January 2, 2018
To: "NMLA List" <nmlamembership@mailman.nmsu.edu>

FYI ...

Stephanie Wilson

NMLA Board, ALA Councilor
New Mexico Library Association <http://nmla.org/>

----- Forwarded message -----

ALA News for January 2, 2018

NEWS FROM THE AMERICAN LIBRARY ASSOCIATION

2018 Intellectual Freedom Bloggers comment, report on censorship around the country

The Intellectual Freedom Blog is a tool sponsored by the Office for Intellectual Freedom (OIF) for use within ALA membership and for outreach beyond OIF. Writers comment and report on censorship around the country. They opine about national news and events that impact intellectual freedom and privacy. They remark on expertise and research around academic freedom, Net Neutrality, and the First Amendment. They espouse professional ethics and principles. And most importantly, they engage readers, with creative content and original prose, to defend the freedom to read and right to think critically.

<http://www.ala.org/news/member-news/2017/12/meet-2018-intellectual-freedom-bloggers>

Winter edition of RUSQ features RUSA president looking at challenge of working in reference in a world where people dismiss facts as "fake news"

This issue of Reference and User Services Quarterly (RUSQ) offers a number of starting points for reflective practitioners. RUSA president Chris LeBeau looks at the challenge of working in reference in a world where the cry of "fake news" is used to conveniently set aside any facts that someone does not agree with. His column also serves as an introduction to the next issue, which is a special one devoted to "Trusted Information in an Age of Uncertainty."

<http://www.ala.org/news/member-news/2017/12/reference-and-user-services-quarterly-rusq-journal-winter-edition-now-available>

EMERGING LEADERS

NEW MEMBERS ROUND TABLE

Jewel Davis

<http://www.ala.org/news/member-news/2017/12/jewel-davis-selected-2018-nmrt-emerging-leader>

AWARDS AND GRANTS

Call for Submissions 2018 PR Xchange Awards Competition

<http://www.ala.org/news/member-news/2017/12/call-submissions-2018-pr-xchange-awards-competition>

2018 AIA/ALA Library Building Awards Entries Due Jan. 12

<http://www.ala.org/news/member-news/2017/12/2018-aiaala-library-building-awards-entries-due-january-12>

Accepting Applications for the 2018 Pat Carterette Professional Development Grant

<http://www.ala.org/news/member-news/2018/01/accepting-applications-2018-pat-carterette-professional-development-grant>

ALA PUBLISHING

Practical, research-based solutions for the dysfunctional library

<http://www.ala.org/news/member-news/2018/01/practical-research-based-solutions-dysfunctional-library>

ECOURSES

Creating Early Literacy Programs: Connecting with Early Childhood Development

<http://www.ala.org/news/member-news/2017/12/new-iteration-creating-early-literacy-programs-connecting-early-childhood>

From: "NMLA ALA Councilor" <alacouncilor@nmla.org>
Sent Date: Tue, 20 Feb 2018 15:30:51 -0700 (MST)
Subject: [NMLA] Fwd: Intellectual Freedom News 2/16/2018
To: <nmlamembership@mailman.nmsu.edu>

Attachments:image001.gif (4.81k)

The latest IF news from the ALA.

Stephanie Wilson
ALA Councilor
New Mexico Library Association
alacouncilor@nmla.org

----- Forwarded message -----

Hello Council! Here's the first post-Midwinter edition of the Intellectual Freedom News.

Martin Garnar

IFRT Councilor

Martin Garnar

Dean, Kraemer Family Library

[1420 Austin Bluffs Parkway, Colorado Springs, CO 80918](#)

P [719-255-3115](tel:719-255-3115) | F [719-528-5227](tel:719-528-5227) | E mgarnar@uccs.edu | *he / his / him* | uccs.edu/library

 University of Colorado
Colorado Springs

From: Kristin Pekoll [mailto:kpekoll@ala.org]
Sent: Friday, February 16, 2018 2:15 PM
To: Martin Garnar <mgarnar@uccs.edu>

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- [Incombustible ideas: The subtle bigotry of book banning](#) | The Nerdy Book Club blog

Censorship [READ MORE](#)

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- [Parents upset over racy magazines in Las Vegas public libraries](#) | 13 Action News
- ['P is for Palestine': A NY bookstore and a synagogue](#) | OIF Blog

Privacy

- [The Future of Data Privacy: How two new European laws will help US libraries](#) | American Libraries

- [It's time to stand up to Facebook, Google and the NSA and take back our data](#) | Newsweek
- [Supreme Court fight to stir up fears of US spying overseas](#) | Yahoo Finance
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- [New session—Fake News, Real Concerns: Developing Information Literate Students Workshop](#) | ALA Publishing eLearning Solutions

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- [UCLA Republicans cancel Milo Yiannopoulos '10 Things I Hate About Mexico' speech](#) | The Washington Times

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- [Opinion: Trump wants British libel laws. America does not](#) | The New York Times
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- [Podcast: The First Amendment and symbolic speech](#) | The Newseum

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International Issues [READ MORE](#)

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- [Georgina Molloy Anglican School drops booklist censorship plans](#) | [News.com.au](#) (Australia)
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From: "NMLA ALA Councilor" <alacouncilor@nmla.org>
Sent Date: Mon, 19 Mar 2018 08:31:06 -0600 (MDT)
Subject: [NMLA] Fwd: Intellectual Freedom News 3/15/2018
To: <nmlamembership@mailman.nmsu.edu>

Attachments:image001.gif (4.81k)

From ALA.

Stephanie Wilson
ALA Councilor
New Mexico Library Association
alacouncilor@nmla.org

----- Forwarded message -----

From: "Martin Garnar" <mgarnar@uccs.edu>
Date: Mar 16, 2018 1:15 PM
Subject: [alacoun] FW: Intellectual Freedom News 3/15/2018
To: "alacoun@lists.ala.org" <alacoun@lists.ala.org>
Cc:

Hello Council. Here's the latest edition of the Intellectual Freedom News. Have a great weekend!

Martin Garnar

IFRT Councilor

Martin Garnar

Dean, Kraemer Family Library

[1420 Austin Bluffs Parkway, Colorado Springs, CO 80918](#)

P [719-255-3115](tel:719-255-3115) | F [719-528-5227](tel:719-528-5227) | E mgarnar@uccs.edu | *he / his / him* | uccs.edu/library



University of Colorado
Colorado Springs

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From: Kristin Pekoll <kpekoll@ala.org>
Sent: Friday, March 16, 2018 11:11 AM
To: Martin Garnar <mgarnar@uccs.edu>
Subject: Intellectual Freedom News 3/15/2018

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March 16, 2018 - Collated by [OIF Staff and News Editors](#)

Intellectual Freedom Highlights

- [A Practical Guide to Privacy Audits](#) | Join Erin Berman and Julie Oborny of the San José Public Library for a free webinar on Monday, April 16 at 1:30 pm Eastern that outlines the first steps libraries can take to implement up-to-date privacy policies and procedures.

Censorship [READ MORE](#)

- [Parents appeal decision that keeps "To Kill a Mockingbird" in Monona Grove curriculum](#) | Wisconsin State Journal
- [US sets new record for censoring, withholding gov't files](#) | Associated Press
- [Banning literature in prisons perpetuates system that ignores innate humanity](#) | USA Today
- [Orange City Public Library pressured to label, segregate LGBTQ material](#) | Library Journal (IA)
- [Athens bookshop fights censorship of LGBTQIA book](#) | CBLDF

- [Q&A with author Lance Rubin on the suppression of his YA novel in South Carolina](#) | OIF Blog
- [ACLU to school district: Stop censoring student Facebook criticisms over gun violence walkout](#) | WHYY

Privacy

- [Let's Encrypt takes free "wildcard" certificates live](#) | Ars Technica
 - [Resources for libraries on HTTPS & Let's Encrypt](#)
- [GDPR: European rules \(and big fines\) for American colleges](#) | Inside Higher Ed
- [An American University Is Spying On Students to Predict Dropouts. Here's What That Says About Big Data in the U.S.](#) | Fortune

See [this week's additional privacy news and updates](#) on the [Choose Privacy Week](#) blog.

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- [Cities join net neutrality fight with Open Internet Pledge spearheaded by New York City mayor](#) | Brinkwire
- [Comcast 'blocks' an encrypted email service: Yet another reminder why net neutrality matters](#) | ZDNet

Access [READ MORE](#)

- [TexShare card provides access to hundreds of libraries across the state](#) | The Ranger
- [Marrakesh Treaty closer to reality](#) | American Libraries; "The international copyright treaty provides a copyright exception—the first ever in an international treaty—for libraries as authorized entities to make copies of entire articles and books accessible for people with print disabilities and distribute those copies across borders."
- [Washington State bill includes allocation for school library materials](#) | School Library Journal
- [Dickey: How one congressman helped ban research on America's gun problem...and lived to regret it](#) | OIF Blog

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- [YouTube will link directly to Wikipedia to fight conspiracy theories](#) | Wired
- [When Whatsapp's fake news problem threatens public health](#) | Wired
- [The White House is wrong. A free press is 'the people'](#) | Newseum

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- [College students want free speech - sort of](#) | Chronicle of Higher Education

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- [Oconomowoc schools impose limits on 'privilege' discussions after parents complain](#) | Milwaukee Journal Sentinel
- [Let them march: Schools should not censor students](#) | Ed Week
- New book: [Ironies and Complications of Free Speech: News and Commentary From the Free Expression Policy Project, 2001-2017](#) by Marjorie Heins

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- [The State of Artistic Freedom 2018](#) | Freemuse
- [Yes, 'The Little House on the Prairie' is racially insensitive, but we should still read it](#) | The Washington Post
- [About a quarter of U.S. adults say they are 'almost constantly' online](#) | Pew Research Center Fact Tank
- [Intellectual Freedom needs content, curriculum and librarians](#) | OIF Blog

International Issues [READ MORE](#)

- [Censorship tightens in Egypt as el-Sisi prepares for re-election bid](#) | CPJ Blog
- [China steps up internet censorship of criticism of Xi Jinping](#) | The Globe and Mail
 - [China's move to end Xi term limits blanketed in censorship](#) | The Washington Post
- [Banning social media won't stop hate speech](#) | The New York Times (Sri Lanka)
- [Columbia cartoonist sued over political pig](#) | CBLDF
- [People in less democratic countries are more likely to say China and Russia respect personal freedoms](#) | Pew Research Center Fact Tank

OIF News

- [Intellectual freedom breakfast at ALA Annual conference welcomes New Orleans journalist](#)
- [Robert P. Doyle receives 2018 Eli M. Oboler Memorial Award for banned books resource guide](#)
- [ALA Essentials for Library Workers: Intellectual Freedom](#): In this 50-minute session, the director of ALA's Office for Intellectual Freedom James LaRue teaches you how you can support your library's mission to provide information and enlightenment to your community.

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From: "Tammie Hardt" <Tammie.Hardt@CarlsbadSchools.net>
Sent Date: Tue, 20 Feb 2018 14:21:12 -0700 (MST)
Subject: 2 more documents
To: "Eric Spencer" <Eric.Spencer@CarlsbadSchools.net>

Attachments: 2018 Grade 11_ELA_Sequence.docx (81.43k) 2018 Grade 12_ELA_Sequence.docx (83.78k)

From: "Tammie Hardt" <Tammie.Hardt@CarlsbadSchools.net>
Sent Date: Mon, 12 Feb 2018 15:03:07 -0700 (MST)
Subject: 2.12-15.18 Hardt LP
To: "Eric Spencer" <Eric.Spencer@CarlsbadSchools.net>

Attachments:Hardt.English.11.12.2.1.18.Unit3.218.docx (111.23k) Hardt.English.11.12.2.12.18.Unit2.211.docx (110.05k)

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Fri, 26 Jan 2018 20:47:11 -0700 (MST)
Subject: ABDO BY SERIES
To: "Darlene Shelton" <Darlene.Shelton@CarlsbadSchools.net>

Attachments:CARLSBAD DESERT WILLOW ABDO GO BOND JAN 18 BY SERIES.xlsm (9.91 MB)

Darlene
Please note some are not AR

Coye

Coye Duncan
OPAL BOOZ & ASSOCIATES
abookworm@suddenlink.net
1 888 293 8795 cell
1 877 299 3744

"We know you have a choice in choosing your books.. we appreciate you choosing us."

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Mon, 29 Jan 2018 05:58:39 -0700 (MST)
Subject: abdo free books
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ABDO SPRING 18 FREE BOOKS FOR PO.xlsm (9.68 MB)

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Sunday, January 28, 2018 10:18 PM
To: 'Juhree Cope' <Juhree.Cope@CarlsbadSchools.net>
Subject: TOTALS AND ABDO WITH FREE BOOKS

THANK YOU.. if you need any changes just let me know
Coye

From: Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]
Sent: Sunday, January 28, 2018 6:11 PM
To: Coye Duncan <abookworm@suddenlink.net>
Subject: Re: TOTALS

Please take off any of the other Where's Waldo books. It does not matter which one.
Thanks,
Juhree

Sent from my iPad

On Jan 26, 2018, at 9:04 PM, Coye Duncan <abookworm@suddenlink.net> wrote:

Juhree

I am so sorry.. I put the wrong amount for Jappleseed.. I have taken off The Great Picture Hunt..but need one more book..I am still over
Coye

From: Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]
Sent: Friday, January 26, 2018 3:49 PM
To: Coye Duncan <abookworm@suddenlink.net>
Subject: RE: totals and Jappleseed

Thank you!!!
Please take off Where's Waldo: The Great Picture Hunt.

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Friday, January 26, 2018 1:43 PM
To: Juhree Cope <Juhree.Cope@CarlsbadSchools.net>
Subject: totals and Jappleseed

THANK YOU I will send these in alphabetical order after we make a little adjustment.. it is just easier for you to see what you have.

I am over by \$18.05
One reason on
Abdo Black Lagoon set 4 has 10 books instead of 6

Just tell me what book to take off and I will..can be from any list.. just close to \$18..

From: Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]
Sent: Thursday, January 25, 2018 10:08 AM
To: Coye DUNCAN <abookworm@suddenlink.net>
Subject: Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**
There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6.**

My total budget is **\$2636.**

Thanks,

Juhree

<CARLSBAD MONTERREY TOTALS JAN 18 (002).xlsx>

From: "Linda Schinnerer" <Linda.schinnerer@CarlsbadSchools.net>
Sent Date: Fri, 26 Jan 2018 14:22:34 -0700 (MST)
Subject: ABDO GO BOND ORDER
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:ABDO GO BOND SPRING 2018.xlsm (4.88 MB) ABDO GO BOND SPRING 2018 PURCHASE ORDER REQUEST.xlsx (19.03k)

Ok, let's try this and see if this is correct and if so, I'll send the other two Monday.

Thanks

Linda

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Fri, 26 Jan 2018 14:28:01 -0700 (MST)
Subject: ABDO
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ENSLOW JAN 18.xlsm (1,006.21k)

THIS CAME BACK..TOO BIG THIS IS JUST ABDO

From: Coye Duncan [mailto:abookworm@suddenlink.net]
Sent: Friday, January 26, 2018 2:43 PM
To: 'Juhree Cope' <Juhree.Cope@CarlsbadSchools.net>
Subject: ENSLOW AND ABDO

From: Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]
Sent: Thursday, January 25, 2018 10:08 AM
To: Coye DUNCAN <abookworm@suddenlink.net>
Subject: Go Bond quotes

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My total budget is **\$2636.**

Thanks,

Juhree

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Thu, 25 Jan 2018 21:00:23 -0700 (MST)
Subject: ABDO
To: "Linda Schinnerer" <Linda.schinnerer@CarlsbadSchools.net>

Attachments:CARLSBAD ECEC ABDO FALL 2017 FOR GO BOND.xlsm (4.89 MB)

Linda
Enjoyed visiting with you today.. attached is your Abdo order with free books as 00.00
Let me know if you need anything else
Thanks

Coye

Coye Duncan
OPAL BOOZ & ASSOCIATES
abookworm@suddenlink.net
1 888 293 8795 cell
1 877 299 3744

“We know you have a choice in choosing your books.. we appreciate you choosing us.”

From: "National Constitution Center" <cle@constitutioncenter.org>
Sent Date: Fri, 26 Jan 2018 13:13:55 -0700 (MST)
Subject: ADV: New CLE Courses offered by the National Constitution Center
To: <terri.judah@carlsbad.k12.nm.us>

The National Constitution Center offers Continuing Legal Education credit for select *America's Town Hall* programs. The Center's CLE programs, which can be attended in-person or on-demand online, are accredited in various states. Please check your state rules for specific forms and procedures.

See below for featured offerings and visit constitutioncenter.org/CLE for more information.

1.5 Sub. CLE Credit

Justice Antonin Scalia: Life and Legacy
Wednesday, February 7 | 6 - 7:45 P.M.

\$55 for Members | \$60 for Non-Members

The Center commemorates the constitutional legacy of the late Justice Antonin Scalia two years after his death with two back-to-back panels featuring Supreme Court commentators and former Scalia law clerks.

[REGISTER HERE](#)

1.0 Sub. CLE Credit

How the Right and Left Can Unite Around Federalism

Thursday, March 1 | 6:30 P.M.

\$35 for Members | \$40 for Non-Members

Heather Gerken of Yale Law School explores federalism as a bi-partisan tool and a source for compromise when searching for a workable approach to some of today's most contentious policy issues.

[REGISTER HERE](#)

1.0 Sub. CLE Credit

William Howard Taft and the Constitution

Tuesday, March 20 | 6:30 P.M.

\$35 for Members | \$40 for Non-Members

National Constitution Center President and CEO **Jeffrey Rosen** and Judge **Douglas Ginsburg** discuss President Taft's crucial role in shaping how America balances populism with the rule of law. Copies of Jeffrey Rosen's newest book, a biography of William Howard Taft as part of The American Presidents Series, will be available for purchase.

[REGISTER HERE](#)

1.0 Sub. CLE Credit

The Case for Big Government
Wednesday, March 21 | 12 P.M.

\$35 for Members | \$40 for Non-Members

Jon Michaels, law professor and author of *Constitutional Coup: Privatization's Threat to the American Republic*, presents a case for the federal administrative state that will engage its defenders and critics alike.

[REGISTER HERE](#)

For the full schedule of 2018 winter programs available for CLE accreditation, visit constitutioncenter.org/CLE.

3.0 Sub. CLE Credit

**2017 Bill of Rights Day Symposium
\$120 for Members & Non-Members**

Don't miss three constitutional conversations with leading scholars on the state of the First Amendment, how the first 10 amendments became the Bill of Rights, and James Madison.

REGISTER HERE

1.0 Sub. CLE Credit

**Emancipation and the Civil War
\$40 for Members & Non-Members**

America's leading Reconstruction historians **David Blight** and **Thavolia Glymph** explore the meaning of freedom, equality, and emancipation.

REGISTER HERE

1.0 Sub. CLE Credit

**Religious Freedom in Trouble? An
interfaith Discussion**

\$40 for Members & Non-Members

The National Constitution Center, in partnership with The Andrea Mitchell Center for the Study of Democracy, presents a discussion on the state of religious freedom in America.

REGISTER HERE

1.5 Sub. CLE Credit

**Gerrymandering and the Future of
American Democracy**

\$60 for Members & Non-Members

This term, the Supreme Court will determine the constitutional future of partisan gerrymandering in *Gill v. Whitford*. Join the scholars and advocates whose arguments are at the heart of the case and others for two back-to-back panels.

REGISTER HERE

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For more information and to join by phone, call 215-409-6767.

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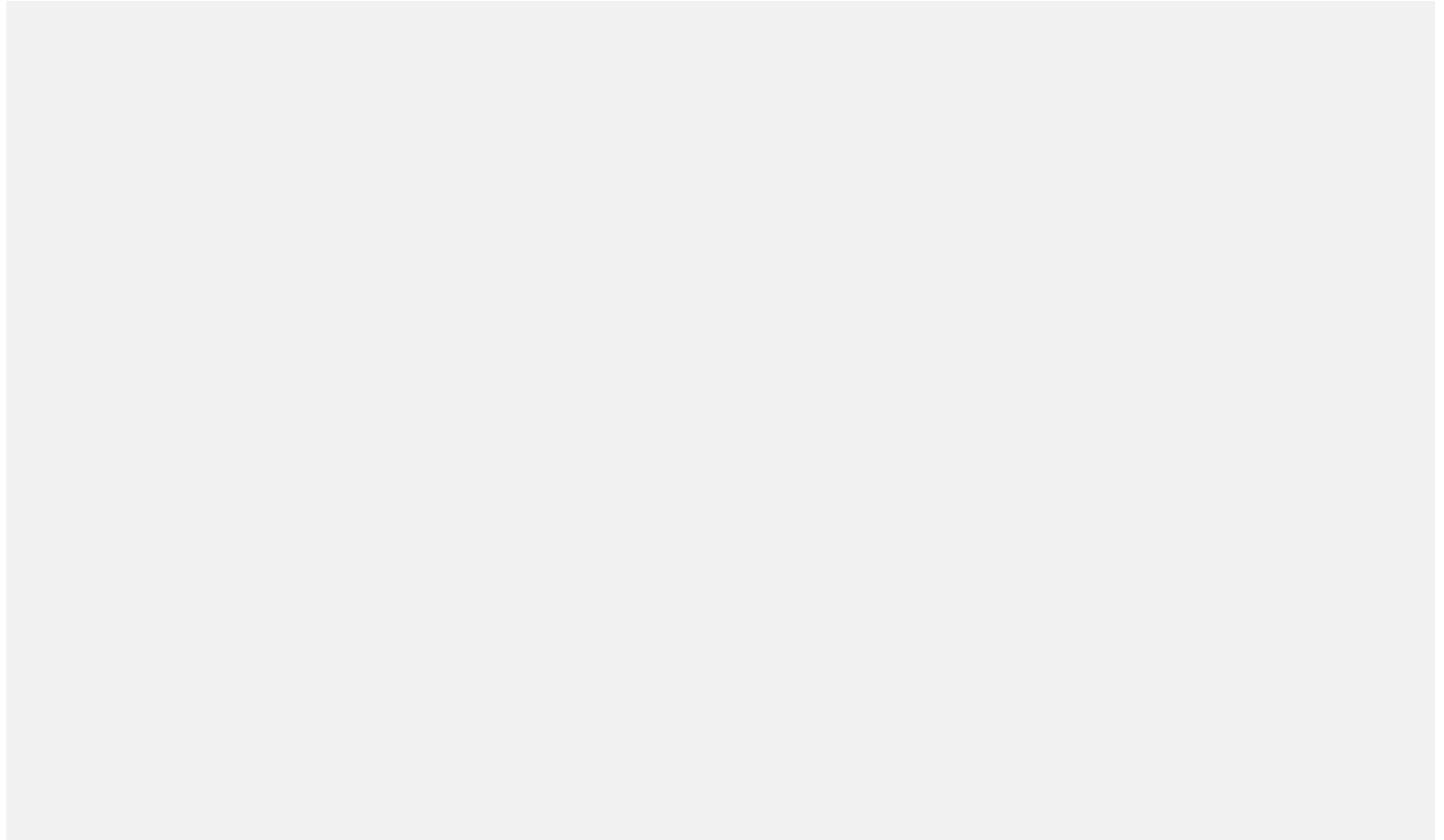
[Unsubscribe terri.judah@carlsbad.k12.nm.us](mailto:terri.judah@carlsbad.k12.nm.us)

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Sent by cle@constitutioncenter.org in collaboration with



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From: "Senator Jeff Merkley" <campaign@jeffmerkley.com>
Sent Date: Tue, 6 Feb 2018 13:21:56 -0700 (MST)
Subject: ADV: Sitting quietly isn't treason, Donald.
To: "Patrice Landreth" <patrice.landreth@carlsbad.k12.nm.us>

Patrice,

Has Donald Trump even read our Constitution and our Bill of Rights?

Seems doubtful. Calling it "treason" when Democrats didn't applaud his every word at the State of the Union?

That's not treason. Treason means betraying one's country.

Like if a presidential campaign conspired with a foreign power to influence an election. Ring any bells?

Not clapping at a State of the Union? Rolling your eyes at the president?

That's freedom of speech.

The First Amendment.

It's the foundation of our democracy.

[The president doesn't get it, but I know you do. Our resistance is vital. We can't let up.](#)

Jeff

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If you've stored your info with ActBlue, we'll process your contribution instantly:

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Paid for by Jeff Merkley for Oregon.

This email was sent by [Jeff Merkley for Oregon](#)
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From: "Lorman OnDemand Webinars" <customerservice@lormanwebinar.com>
Sent Date: Mon, 12 Feb 2018 08:38:53 -0700 (MST)
Subject: ADV: Social Networking Policies for Teachers and Students - OnDemand Webinar
To: <michele.klink@carlsbad.k12.nm.us>

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OnDemand Webinar

Social Networking Policies for Teachers and Students

[Learn More ›](#)

View at your convenience 24/7, for 90 days

89 min

Gain a practical understanding of the policies surrounding the use of social networking sites for students and teachers. Educational institutions face a hornet's nest of issues that stem from the use of social media by employees, institutions, and the facilitation of unsupervised communications between faculty and students through such medium. This topic will examine in detail the types of risks and exposure that are endemic to use of social media platforms by institutions, officers, and employees, as well as how to properly regulate such communications without running afoul of First Amendment rights, collective bargaining rights and agreements, and how to prevent such systems compromising employee job performance and cyber-security of institutional systems and information. It will provide you with a practical understanding of the intersection between free speech and control of social media platforms, cyber-security issues raised from use of such platforms and how to effectively minimize legal exposure from employee and institution use of such platforms, while maintaining the flexibility, connectivity, and

innovation that such platforms provide.

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Barclay Damon, LLP

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From: "Teaching Tolerance" <donotreply@tolerance.org>
Sent Date: Tue, 6 Feb 2018 16:10:01 -0700 (MST)
Subject: ADV: The Courage to Teach Hard History
To: "Bernita Payne" <bernit.smith-payne@carlsbad.k12.nm.us>

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February 6, 2018



The Courage to Teach Hard History

The central role that slavery played in the development of the United States is beyond dispute. Yet, student understanding of the complexity and consequences of slavery is often inaccurate and inadequate. Professor Hasan Kwame Jeffries introduces Teaching Tolerance's [new project](#) and explains how this robust teaching tool can help change that.

STORY SPOTLIGHT

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School and community gardens can be emancipatory spaces if they're built around culturally responsive practices. [Get to know](#) three gardening activists who have learned to ask the right questions—and listen to the answers.



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Sent Date: Tue, 6 Feb 2018 16:13:06 -0700 (MST)
Subject: ADV: The Courage to Teach Hard History
To: "Tammie Hardt" <tammie.hardt@carlsbad.k12.nm.us>

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From: "Teaching Tolerance" <donotreply@tolerance.org>
Sent Date: Tue, 6 Feb 2018 16:13:35 -0700 (MST)
Subject: ADV: The Courage to Teach Hard History
To: "Bess Rusk" <bess.rusk@carlsbad.k12.nm.us>

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TOP NEWS

Puerto Rico proposes school closures, with students looking to U.S. mainland

Newsweek

Puerto Rico's governor has proposed closing more than a quarter of its public schools as the island struggles to recover from the devastation of Hurricane Maria. The fiscal plan would eliminate 305 out of 1,100 total schools, saving an estimated \$300 million by fiscal year 2022. [Read more>>](#)



District Administration Survey

Be a source for our technology innovation plans story

District Administration

Districts face pressure from parents and other stakeholders to put the latest technology in the classroom. DA would like to interview administrators who have developed plans to ensure their tech funds are spent wisely, with an eye toward getting the greatest academic return on investment. [Contact us>>](#)

Maryland proposal to channel casino revenue into education

The Baltimore Sun

A constitutional amendment being proposed would require that the state's casino revenue go into a "lockbox" for education funding, above and beyond the state's K12 educational funding formulas. [Read more>>](#)

Stocking up on Narcan to combat overdoses

CNBC

A growing number of high schools across the country are stocking up with the opioid antidote. The company that makes Narcan says it has distributed more than 3,300 doses of the drug to high schools around the country for free. [Read more>>](#)



West Virginia school employees considering striking

WSAZ

State insurance changes will mean premium increases for teachers. The state Senate is also scheduled to vote on a bill that would increase teachers' pay by 1 percent each of the next five years. However, school employees say it's not enough to offset the additional insurance costs. [Read more>>](#)

Thousands of DACA teachers face an uncertain future

NPR

Of the 690,000 undocumented immigrants now facing an uncertain future as Congress and President Trump wrangle over the DACA program are about 8,800 school teachers. The real possibility that they'll be deported if the DACA program is allowed to expire has put enormous stress on them. [Read more>>](#)

New bill would require more on Wash. school buses

KIRO

Washington lawmakers will be discussing a bill that would require school districts across the state to make safety changes to their buses, including installing new safety cameras on every bus and having a safety belt for every passenger in new buses. [Read more>>](#)



From DA Magazine

Climate education confidence

Carolyn Crist

Thousands of science teachers around the country are incorporating standards that include the study of climate change. But other educators have found that one of the first questions to answer is exactly how to deliver the lessons. [Read more>>](#)

Advertising on Virginia school buses?

Richmond Times-Dispatch

The House Education Committee approved a bill that would allow state school systems to sell commercial advertising on their buses as schools continue to struggle with funding. Those that voted against it were concerned about the long-term implications. [Read more>>](#)

OPINION

A bad bargain for schools

The Register-Guard

Class sizes are a serious problem in Oregon schools, and some evidence suggests a close correlation between class size and student performance. Given a certain number of students, however, there's only one way to reduce class sizes: Hire more teachers. [Read more>>](#)

Give young journalists protections from school censorship

The Seattle Times

Whether or not students go on to pursue a career in journalism, the critical thinking, writing and research skills learned are incredibly valuable in many fields and equip them to better participate in democracy in the future. But many are surprised that student journalists are not guaranteed First Amendment protections. [Read more>>](#)



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District Administration

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Maryland proposal to channel casino revenue into education

The Baltimore Sun

A constitutional amendment being proposed would require that the state's casino revenue go into a "lockbox" for education funding, above and beyond the state's K12 educational funding formulas. [Read more>>](#)

Stocking up on Narcan to combat overdoses

CNBC

A growing number of high schools across the country are stocking up with the opioid antidote. The company that makes Narcan says it has distributed more than 3,300 doses of the drug to high schools around the country for free. [Read more>>](#)



West Virginia school employees considering striking

WSAZ

State insurance changes will mean premium increases for teachers. The state Senate is also scheduled to vote on a bill that would increase teachers' pay by 1 percent each of the next five years. However, school employees say it's not enough to offset the additional insurance costs. [Read more>>](#)

Thousands of DACA teachers face an uncertain future

NPR

Of the 690,000 undocumented immigrants now facing an uncertain future as Congress and President Trump wrangle over the DACA program are about 8,800 school teachers. The real possibility that they'll be deported if the DACA program is allowed to expire has put enormous stress on them. [Read more>>](#)

New bill would require more on Wash. school buses

KIRO

Washington lawmakers will be discussing a bill that would require school districts across the state to make safety changes to their buses, including installing new safety cameras on every bus and having a safety belt for every passenger in new buses. [Read more>>](#)



From DA Magazine

Climate education confidence

Carolyn Crist

Thousands of science teachers around the country are incorporating standards that include the study of climate change. But other educators have found that one of the first questions to answer is exactly how to deliver the lessons. [Read more>>](#)

Advertising on Virginia school buses?

Richmond Times-Dispatch

The House Education Committee approved a bill that would allow state school systems to sell commercial advertising on their buses as schools continue to struggle with funding. Those that voted against it were concerned about the long-term implications. [Read more>>](#)

OPINION

A bad bargain for schools

The Register-Guard

Class sizes are a serious problem in Oregon schools, and some evidence suggests a close correlation between class size and student performance. Given a certain number of students, however, there's only one way to reduce class sizes: Hire more teachers. [Read more>>](#)

Give young journalists protections from school censorship

The Seattle Times

Whether or not students go on to pursue a career in journalism, the critical thinking, writing and research skills learned are incredibly valuable in many fields and equip them to better participate in democracy in the future. But many are surprised that student journalists are not guaranteed First Amendment protections. [Read more>>](#)



Schools should make final exam exemptions this flu season

Tampa Bay Times

As this flu season rages on, districts are urging infected students to stay home to keep the bug from spreading. So it would be wise for districts to make an

exception to policies that allow kids with a minimum number of absences to skip some final exams. Instead, districts are holding firm. [Read more>>](#)

INDUSTRY NEWS

Ranger Rick's reading adventures to gain more exposure

National Wildlife Federation

The National Wildlife Federation has acquired Zoobooks, which publishes wildlife-focused magazines, books and digital apps for young animal enthusiasts. The first Ranger Rick-branded Zoobooks will launch in February 2018. [Read more>>](#)

Automatically delivering course content to students

Blackboard Inc./VitalSource

A new collaboration will provide students with seamless access to course materials in VitalSource's Inclusive Access model within Blackboard's Blackboard Learn and Moodlerooms learning management systems. [Read more>>](#)

Multimedia news now available in several languages

myON

myON News Powered by News-O-Matic, an interactive digital multimedia platform that publishes five original news articles for K8 students every weekday, now provides written and recorded articles in three languages: English, Spanish and French. [Read more>>](#)

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TOP NEWS

Puerto Rico proposes school closures, with students looking to U.S. mainland

Newsweek

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Sent Date: Thu, 18 Jan 2018 10:35:35 -0700 (MST)
Subject: ADV: Title IX Today
To: <Therese.rodriquez@carlsbad.k12.nm.us>

K-12	Higher Ed	General Interest
Welcome to ATIXA's <i>Title IX Today</i> ! We're delivering a daily dose of Title IX and ATIXA news to your inbox.		
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K-12		
<u>Students Advancing Conversations About Consent</u>		
Washington Congresswoman Suzan DelBene says the United States is at a point in time where conversations about sexual harassment and consent are critically important, and on Friday she thanked two members of Planned Parenthood's Teen Council for doing that work with their peers in schools around the region.		
<u>Parents *Must* Teach Their Children To Tattle & Here's Why</u>		
"Mama!" my daughter screamed, running towards me in tears. My stomach instantly sank. I knelt down to catch her in my arms and asked, "What happened, baby?" I was eager to understand her distress. "Mama!" she wailed again, and, again, my heart hurt. "Mama, Matthew took the puzzle and threw it all over the place, and then told me I couldn't play with it," she finally sobbed. Quickly, my composure changed from concerned to annoyed. "Stop, tattling. It's not nice," I coolly responded.		
<u>Wylie Teacher, Son Arrested After Alleged Sex Assault at NYE Party</u>		
A Wylie East High School teacher and her teenage son were both arrested on charges surrounding an alleged sex assault at New Year's Eve party.		
<u>Ex-coach, Middle School AV Technician Arrested for 40-Year-Old Sexual Assault</u>		
A convicted sex offender is being investigated in connection with the sexual assault of a student nearly 40 years ago when he worked for Apple Valley schools — and police say there may be		

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Higher Ed

[Why Doesn't the Men's Basketball Program Have Female Managers?](#)

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In a recent decision, the U.S. Court of Appeals for the Tenth Circuit held that expelling a student for his off-campus tweets did not violate clearly established law under the First Amendment. The court's flawed analysis unduly shields colleges from the consequences of violating students' speech rights.

General Interest

[Moore: Gender-Equality Movement Could Help Spark New Push in Sports](#)

Jackie Robinson's big-league debut preceded the black civil rights movement. Muhammad Ali's declarations helped shape the way the nation viewed the Vietnam War. And Michael Sam was drafted to the NFL before a Supreme Court ruling made same-sex marriage legal across the U.S.

[For Some With Intellectual Disabilities, Ending Abuse Starts With Sex Ed](#)

In the sex education class for adults with intellectual disabilities, the material is not watered down. The dozen women and men in a large room full of windows and light in Casco, Maine, take on complex issues, such as how to break up or how you know you're in an abusive relationship. And the most difficult of those issues is sexual assault.

Prison Company to Pay Arizona Female Guards \$550K in Sex Harassment Suit

An Arizona prison company will pay 16 former guards a combined \$550,000 to settle a lawsuit alleging that female employees were for years subjected to kissing, pinching, lewd propositions and other abuses at two correctional facilities in Florence.

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Through all the roaring speeches about women's empowerment and the flood of black gowns worn in solidarity with victims of sexual misconduct on Sunday night in Beverly Hills, there was a deafening silence when it came to the men honored at the Golden Globes.

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Subject: ADV: Title IX Today
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Subject: AL Direct 3/9/2018: Bots, the MLIS, Harry Potter
To: <lorie.mitchell@carlsbad.k12.nm.us>

Florida set to let school librarians carry firearms.
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American Library Association • March 9, 2018

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ALA, AASL joint statement on Florida Senate Bill 7026

ALA President Jim Neal and AASL President Steven Yates released a joint statement on March 8 in response to Florida [Senate Bill 7026](#), which would permit librarians, counselors, and coaches to carry firearms in Florida public schools. The statement encourages “[Gov. Rick Scott](#) and the Florida state legislature to honor the recommendations of the [Florida Association for Media in Education](#) and other statewide teaching organizations regarding [SB 7026](#).”...



AL: The Scoop, Mar. 8; Politico, Mar. 7; Tampa Bay (Fla.) Times, Mar. 9; Orlando (Fla.) Weekly, Mar. 9

Readers' advisory based on tattoos

Phil Morehart writes: “Readers’ advisory is

incredibly personal. Finding books a patron may enjoy requires librarians to mine a plethora of factors. Some libraries, however, have taken RA to even deeper levels by recommending books based on a patron's tattoos. Multnomah County (Oreg.)

Library began a tattoo RA program as an offshoot of a successful 2011 social media campaign, in which it asked Facebook users to tell the library things about themselves that could be used for book recommendations.”...



American Libraries Trend, Mar./Apr.

How social media bots spread misinformation

Joanna M. Burkhardt writes: “Bots are automatic software programs that perform repetitive tasks to gather data from the internet. Bots can automate tedious and time-consuming processes efficiently, but they can also be deployed to mine users' data or manipulate public opinion. The Imperva

Incapsula security company's [Bot Traffic Report 2016](#) estimates that approximately 30% of internet traffic is produced by malicious bots. People who are unaware that they are interacting with a bot can easily be supplied with false information.”...



American Libraries column, Mar./Apr.



We can, but should we?

Meredith Farkas writes: “In K–12 and academic libraries, learning analytics systems are aggregating student data to make trends visible. The systems allow advisors, instructors, and other stakeholders to use the trend data to identify a student at risk based on specific characteristics or behaviors. They allow educators to intervene, often before a student exhibits any difficulties. While the possibilities of library data in learning analytics might be intriguing, the privacy implications are immense.”...



American Libraries column, Mar./Apr.

Degree or not degree

Joseph Janes writes: "Unless you've been hiding under a rock in a cave on Mars with your fingers in your ears, you've heard a lot of discussion and angst about the search for the new ALA executive director. Having just been part of two major leadership searches, I know how difficult and tricky these can be; timing is important, as are the nature of the candidate pool, the composition of the committee, the shoes you're trying to fill, and 100 random factors you might not even have known existed when you started."...

American Libraries column, Mar./Apr.



ALA assists efforts to save Virginia school libraries

After weeks of collaborative efforts by the Virginia Association of School Librarians and the Virginia Library Association, the state senate's education committee narrowly defeated a bill that would have relaxed requirements for librarians at the middle and high school level. The Virginia House Education Committee [defeated](#) Senate Bill 261 in a 12–10 vote on March 5. This local collaboration mirrored much of the work occurring at the national level, where AASL and ALA have provided support and assistance for Virginia librarians....



I Love Libraries, Mar. 8; VEA Daily Reports, Mar. 5

2018 James Madison and Eileen Cooke awards

The 2018 James Madison Award goes to US Reps. Darrell Issa (R-Calif., left) and Mike Quigley (D-Ill.). The Eileen Cooke Award goes to Florida's First Amendment Foundation. Both awards honor individuals or organizations who have championed, protected, and promoted public access to government information and the public's right to know how it functions. ALA President Jim Neal will present the awards March 9 during a National Sunshine Week preview event in Washington, D.C....



District Dispatch, Mar. 9

Book fair dispute in Georgia over *The Best Man*

A book about gay marriage has sparked community dialogue in Athens, Georgia, after a censorship dispute between an indie bookstore and a private academy earlier this week. Avid Bookshop abruptly pulled out of a book fair at Athens Academy on March 7 after the school demanded that the bookstore remove copies of Newbery medalist Richard Peck's *The Best Man* from its display. The book had been selected and approved by the school in advance of the fair as part of a display of award titles....



Publishers Weekly, Mar. 9

Lost, stolen, or censored?

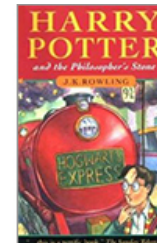
Kristin Pekoll writes: “People can be spectacularly creative with how they express their displeasure and indignation over library materials. What about when labels are strategically placed over images? What about when patrons check out books and never return them because of what they think is offensive content? What about when materials are intentionally defaced and destroyed? What about when someone takes materials off a library display and hides them? What about blacking out profanity on the page?”...



Intellectual Freedom Blog, Mar. 8

UBC acquires rare *Harry Potter* first edition

Librarians at the University of British Columbia have waved their magic wand and conjured up a rare UK first edition of *Harry Potter and the Philosopher's Stone* for US\$36,500. They got a good deal. Chelsea Shriver, UBC rare books and special collections librarian, said the university had been watching one rare book auction where the most expensive copy of the first UK edition went for US\$81,000. The original UK print run of the first Harry Potter book in 1997 was 500. Of those, 300 went to libraries....



Vancouver (B.C.) Sun, Mar. 7

The online spread of true and false news

An ambitious and [first-of-its-kind study](#) published March 8 in *Science* analyzes every contested news

story in English across the span of Twitter's existence—some 126,000 stories, tweeted by 3 million English-speaking users, over more than 10 years—and finds that the truth simply cannot compete with hoax and rumor. By every common metric, falsehood consistently dominates the truth on Twitter, the study finds: Fake news and false rumors reach more people, penetrate deeper, and spread much faster than accurate stories...

The Atlantic, Mar. 8; *Science*, Mar. 8

10 science-fiction/fantasy books like *Black Panther*

Rachel Brittain writes: "I don't know about you, but I'm pretty sure I will never be over *Black Panther*. I'm already looking for excuses to go see it again. I'm always really drawn to SFF stories not based on European culture, and *Black Panther* really hit it out of the park on that front. It made me want to search out other great sci-fi and fantasy books based on African culture. It won't be Wakanda, but maybe it will still become a new favorite. Here are 10 great books like *Black Panther* for your reading pleasure."...



Book Riot, Mar. 7

AL Direct is a free electronic newsletter emailed every Tuesday and Friday to personal members of the [American Library Association](#).

Editor, *AL Direct*: George M. Eberhart, geberhart@ala.org

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Sent Date: Tue, 16 Jan 2018 11:56:21 -0700 (MST)
Subject: AL Direct 1/16/2018: Free speech, prison, policing
To: <lorie.mitchell@carlsbad.k12.nm.us>

Storytime and yoga.
[View this email](#) in your browser.

American Library Association • January 16, 2018

For daily ALA and library news, check the *American Libraries* [website](#) or subscribe to our [RSS feed](#).

Creating playful storytimes with yoga and movement

Katie Scherrer writes: "Yoga provides children an opportunity to experience and practice many movements that can help them develop balance, body and spatial awareness, strength and stamina, flexibility, coordination, and control. It provides them the opportunity to move in many ways, including cross-laterally, as they use their bodies to act out stories, express emotions, and move creatively. By including yoga in storytime programs, we can help children learn how to move in a variety of ways without having to think about it."...

American Libraries feature, Jan./Feb.

Self-directed programming

Abby Johnson writes: "Youth programming at public libraries incurs more costs than just the monetary

expenses of hiring a performer or purchasing supplies. We must manage the expense of staff time and take into account the commitment required to plan and run a high-quality program. We must also consider the resource of physical space and decide how to accommodate growing crowds when our meeting rooms and buildings are not expanding.”...

American Libraries column, Jan./Feb.

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[Be the nonprofit funding expert in your community](#)

Foundation Center's national network of library partners connects nonprofits to the resources they need to thrive in the zip codes of every major city and many points in between. A Foundation Center partnership is nonprofit outreach “in-a-box,” enabling libraries to become nonprofit funding experts. The partnership package includes access to our world-class database, Foundation Directory Online, and to grant seeking and proposal writing training curriculum. Want to support your nonprofit and small business community as a go-to fundraising resource? [Join the network!](#)

[Five librarians selected as IFLA / OCLC Fellows](#)

OCLC, along with the International Federation of Library Associations and Institutions, has named five librarians selected to participate in the [Jay Jordan IFLA / OCLC Early Career Development Fellowship Program](#) for 2018. The program supports LIS professionals from countries with developing economies. The five are: Alehegn Adane Kinde (Ethiopia), Arnold Mwanzu (Kenya), Irina Livia Nitu (Romania), Chantelle Richardson (Jamaica), and Chandra Pratama Setiawan (Indonesia)....

OCLC, Jan. 15

[Censorship in a Utah elementary school](#)

Allyson Lower writes: “Jeni Buist, principal of Lincoln Elementary School in Hyrum, Utah, shredded several postcard reproductions of artwork from the library's copy of *The Art Box*, a collection published by Phaidon. The principal did so at the request of Cache County School District, according to the [report](#). Parents and students had

complained about nudity contained in the art reproductions after the school's art teacher, Mateo Rueda, had assigned students to use *The Art Box* to locate notable paintings.”...

Intellectual Freedom Blog, Jan. 14; Logan (Utah) Herald Journal, Dec. 28

The Golden Age of free speech

Zeynep Tufekci writes: “The most effective forms of censorship today involve meddling with trust and attention, not muzzling speech itself. As a result, they don’t look much like the old forms of censorship at all. They look like viral or coordinated harassment campaigns. These tactics usually don’t break any laws or set off any First Amendment alarm bells. But they all serve the same purpose that the old forms of censorship did: They are the best available tools to stop ideas from spreading and gaining purchase.”...

Wired, Jan. 16

Inside the world of prison libraries

Jake Rossen writes: “For the two years that Andrew Hart spent working as a prison librarian in Ohio, the sometimes odd interactions were a small price to pay for helping to facilitate a sense of normalcy in an otherwise isolating and restrictive environment. With their carpeted floors, windows, and computers, prison libraries are one of the few sanctuaries available to inmates—a place that looks and feels like part of the outside world. ‘I think it reminds them of a school library,’ Hart says.”...

Mental Floss, Jan. 11

How is policing depicted in children’s books?

Stephen Sawchuk writes: “A group of librarians has created an [online toolkit](#) aimed at helping other educators scrutinize children’s books that depict the police—and think about where they may be coming up short. Amy Martin, children’s collection management librarian for the Oakland (Calif.) Public Library, started working on the toolkit in 2016 after the killing of Philando Castile by a police officer in Minnesota. The toolkit poses a series of questions to help identify whether children’s books are inclusive or

contain bias.”...

Education Week: Curriculum Matters, Jan. 12

Game of Thrones stamps issued in the UK

Fantasy drama *Game of Thrones* is being celebrated in a new set of Royal Mail stamps that have been designed by studio GBH. The set of 15 first-class stamps is one of the biggest ever commissioned by the Royal Mail and comprises 10 main stamps and a mini-sheet of five. Key characters from all seven seasons are captured in the stamps—each as part of an image that depicts their story arc from the show....

Design Week (UK), Jan. 3

AI beats humans in reading comprehension

Artificial Intelligence created by Chinese tech giant , [Alibaba](#) and [Microsoft](#) tied for first place on the . [Stanford Question Answering Dataset](#) in January, beating the human score for Exact Match (providing exact answers to questions). SQuAD is a machine-reading comprehension dataset consisting of questions pertaining to a set of Wikipedia articles. Alibaba's and Microsoft's scores were 82.44 and 82.65 respectively, which put both at first place. The scores were higher than a human's, which was 82.304....

CNET, Jan. 16; Alizila, Jan. 15; Microsoft AI Blog, Jan. 15

Voice Dictation: Type with your voice

Amit Agarwal writes: “Introducing the all-new [Voice Dictation](#) v2.0, a speech recognition app that lets you type with your voice. There's no software to install, there's no training required, and all you need is Google Chrome on your Windows PC, Mac OS, or Linux. Dictation can recognize spoken words in English, Hindi, Español, Italiano,

Deutsch, Français, and all the other popular [languages](#). Another unique feature of Dictation is support for [voice commands](#) that let you do more with your voice.”...

Digital Inspiration, Jan. 11

Vocational awe and librarianship

Fobazi Ettarh writes: “‘Vocational awe’ refers to the set of ideas, values, and assumptions librarians have about themselves and the profession that result in beliefs that libraries as institutions are inherently good and sacred, and therefore beyond critique. I would like to dismantle the idea that librarianship is a sacred calling; thus requiring absolute obedience to a prescribed set of rules and behaviors, regardless of any negative effect on librarians’ own lives. Here are some of the ways vocational awe manifests.”...

In the Library with the Lead Pipe, Jan. 10

Some day I’ll be a librarian

Some Day I’ll Be a Librarian by Sarah Splaver (1967) is still on the shelf at a university with a library school. The writing is good overall, but it was the text on page 16 that is a howler: The kids at the library each happen to come across a wonderful book that just happens to be written by Sarah Splaver. What a coincidence! Tech services librarians apparently have personalities that are “quite different” from the public service staff, which conjures up surly catalogers and scowling acquisitions staff hiding out in the back offices....

Awful Library Books, Jan. 15

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From: "American Library Association" <aldirect@ala.org>
Sent Date: Fri, 30 Mar 2018 12:02:08 -0600 (MDT)
Subject: AL Direct 3/30/2018: Security, climate, harassment
To: <lorie.mitchell@carlsbad.k12.nm.us>

School librarians win a victory in Washington State.
[View this email](#) in your browser.

american libraries DIRECT

American Library Association • March 30, 2018

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Victory for Washington State school libraries

The Washington Library Association is celebrating Gov. Jay Inslee's signing of [SB 6362](#) on March 21, which added a line item to the bill with an allocation of \$20 per student statewide specifically for library materials. The line item is being heralded as an important addition to the [McCleary school funding order](#) that the legislature passed in January that allocated another \$1.2 billion for K–12 education. WLA Executive Director Kate Laughlin said this means “school libraries now have a place from which to negotiate in the future.”...



I Love Libraries, Mar. 29; Washington Library Association

Sustainability Task Force online forums

In 2016–2017, the ALA Executive Board appointed a Special Task Force on Sustainability, charged with developing recommendations for implementing sustainable practices by ALA, the profession, libraries, and the communities they serve. The task force will hold a series of online forums, April 16–30, that will target certain populations and a general forum for those who have not had an opportunity to contribute. Attendance at each forum will be capped at 100....



Office of ALA Governance, Mar. 28

100% ONLINE Bachelor's in Library Science
 ►►► UNIVERSITY OF NEBRASKA AT OMAHA

Money Smart Week, April 21–28

During the week of April 21–28, more than 1,000 of our nation's libraries will be participating in [Money Smart Week](#). Library events will focus on such diverse financial issues as first-time home buying, obtaining renovation loans, preparing a personal spending plan, the property tax appeal process, evaluating financial aid packages, choosing the proper Medicare plan, and the basics of wills and trusts. Libraries are also offering programs that week on options for tax-free savings and charitable tax strategies....



Public Awareness Office, Mar. 27

Congress to fund an OER textbook pilot program

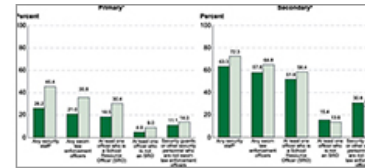
Three times since 2013, members in both houses of Congress have introduced the [Affordable College Textbook Act](#), which would create a federal program to fund the creation of open educational resources on a nationwide scale. Each time, that bill has faltered in committee. Meanwhile, advocates tried for a one-time appropriation for OER funding in the annual federal budget. Last week's omnibus appropriations bill included \$5 million for a pilot program of creating and expanding OER textbooks that will save students money....



Inside Higher Ed, Mar. 28

Security staff in K–12 public schools

The use of school-based security personnel not only affects the level of [reported school crime](#), it may also affect the school environment. For example, the presence of security staff may be



associated with schools' reporting of crime incidents, and with staff and students' perceptions of the school environment. Schools employ different types of security staff, and the responsibilities of these security staff vary. Understanding the roles and responsibilities of school security staff provides important context for evaluating school crime and safety....

National Center for Educational Statistics, Mar.

CRS reports and climate change

Arianna Skibell writes: "Last week, Congress included a provision in its omnibus spending package requiring the Congressional Research Service to make its reports open to the general public, not just Capitol Hill. CRS is already taking heat from an inside-the-Beltway circle of current and former employees who argue that in an effort to dodge partisan politics and scorn, the agency fails to provide objective, expert, and reliable analysis to lawmakers, often in the realm of climate science."...



E&E News, Mar. 27



Guantánamo prison library policy censored

Carol Rosenberg writes: "The US military took more than four years to process a Freedom of Information Act request for a copy of the Guantánamo guidelines for censoring prison library material—and censored the guidelines when it processed the request. The paperwork the military released appeared to leave out three pages of the prison's procedure for handling the Quran. The *Miami Herald* sought the November 27, 2013, document in a December 10, 2013, FOIA request. The US Southern Command apparently released the document, with redactions, on March 21, 2018, but didn't put it in the mail for five more days."...



Miami Herald, Mar. 28

Not your grandmother's free speech

Tara Lane Bowman writes: “Protest placards have come a long way since the days when signs beseeched readers to elect a candidate in an upcoming election (‘I Like Ike’). The act of carrying a sign is a First Amendment right that engages any literate bystander. It would be enough to carry a message that states exactly what it is that a protester stands for or against. However, the Women’s Marches show that modern protests require more than physical presence and traditional signs of dissent.”...

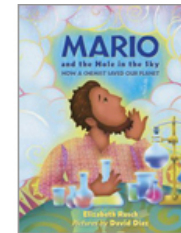


Intellectual Freedom Blog, Mar. 28



Publishing industry confronts sexual harassment

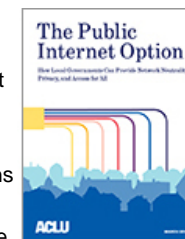
Alexandra Alter writes: “The list of prominent authors mired in harassment scandals has grown in recent months, and now includes best-selling children’s book authors, prominent political journalists, and a National Book Award-winning novelist. As allegations of sexual harassment sweep through the publishing industry—resulting in canceled book deals, boycotts by bookstores, and expulsions from writers’ conferences—publishers, agents, and editors are grappling with how to tackle the issue.”...



New York Times, Mar. 27

The public internet option

As the FCC in the Trump era dismantles vital rules protecting net neutrality and users’ privacy, Americans need an internet provider that they can trust and is accountable to the public, not profits. [Municipal governments](#) can provide this by offering broadband service themselves and implementing the net neutrality and privacy protections that are no longer required of private companies by federal policies. The internet has become a crucial utility, yet quality broadband service in the US is far from universal....



American Civil Liberties Union, Mar. 29

Bookmobiles are still a thing

Jen Fifield writes: “In 1995, there were nearly 1,000 bookmobiles operating across the United States. Now

there are fewer than 650. Despite the decline, their services remain vital, especially in rural areas where people often live far from their library branch and have limited internet access. Bookmobiles help close this gap by creating a traveling branch, said Michael Swendrowski, a board member of the Association of Bookmobile and Outreach Services and owner of Specialty Vehicle Services, which helps libraries design bookmobiles.”...



Stateline, Mar. 28



How to evaluate a scientific paper

John Timmer writes: “Last night, a fellow editor emailed me a link to yet another study purporting to show that cellphone use could be associated with cancer. This one was worth looking at in more detail, however, because it purported to see an increase in a specific cancer. A quick glance at the study identified significant issues with its primary conclusion. So we thought we’d describe how we went about evaluating the paper, since it could help more people identify similar issues in the future.”...



Ars Technica, Mar. 23

Is April Fools' Day funny anymore?

Daniel Funke writes: “On April Fools' Day, real news organizations used to publish fake news. The *Madison Capital Times* [reported](#) in 1933 that the dome had toppled off the Wisconsin statehouse. In 1977, *The Guardian* [published](#) a lengthy travel feature story on the fictional San Serriffe islands. *PC Magazine* [covered](#) a fake bill banning the use of the internet while drunk in 1994. But in 2018, April Fools' Day feels different. With that in mind, what could this year's [biggest April Fools' Day hoax](#) possibly be?”...



Poynter, Mar. 30; Madison (Wis.) Capital Times, Apr. 1, 2013; The Guardian (UK), Mar. 31, 2017; Museum of Hoaxes; The Onion, Mar. 16

It's time for an RSS revival

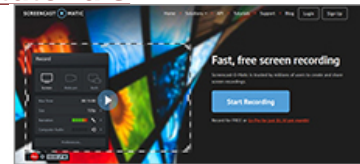
Brian Barrett writes: "The modern web contains no shortage of horrors, from ubiquitous ad trackers to all-consuming platforms to YouTube comments. Unfortunately, there's no panacea for what ails this internet we've built. But anyone weary of black-box algorithms controlling what you see online at least has a respite, one that's been there all along but has often gone ignored. Tired of Twitter? Facebook fatigued? It's time to head back to RSS."...



Wired, Mar. 30

Video creation tools for making tutorials

Daniella Smith writes: "At first, creating tutorial videos was hard for me because I wanted them to be professional. Eventually, I gravitated towards letting students present the tutorials. I did this because I learned that some of the students were charismatic and the other students loved to watch them. Today, I don't bother with a fancy studio to create and share videos. Here are some of the ways that I create and post videos. Most of the time, I keep it simple and limit the tools because I need to work fast."...



Knowledge Quest blog, Mar. 29

12 of the best horror comics

Steph Auteri writes: "While part of the terror of reading a horror novel is the way in which your imagination interacts with the text, there is something special about an artfully rendered full moon swallowing up the sky, or a beautifully drawn phantom creepy-crawling its way up someone's body as they sleep. Working together, writer and artist create something that brings horror to a whole new level. So which are the 12 best horror comics to start with?"...



Book Riot, Mar. 29

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From: "Karli Click" <Karli.Click@CarlsbadSchools.net>
Sent Date: Thu, 8 Mar 2018 19:16:48 -0700 (MST)
Subject: Assignment 3
To: "Kristin Rountree" <Kristin.Rountree@CarlsbadSchools.net>

EDAD 560 – Assignment 3 Spring 2018 Name: Karli Click

Due: **MARCH 4**

1. After viewing the Mediasite, **THE LORD IS NOT ON TRIAL HERE TODAY**, in 500 words (- or + 10%) talk to me about your visceral reaction to the event. I am not wanting a re-hash of the case and the facts thereof – just an analysis. Include, did the decision make sense to you and why – and where we have come today in our separation of church / state from the time this case was settled, in your estimation?

The Lord is Not on Trial Here Today was an insightful look into a historic lawsuit that would change the relationship between religion and public schools in America – *McCullum v. Board of Education*, 333 U.S. 203. Vashti McCollum was a mother of three, who was raised with no church affiliation. Some saw her as an unlikely champion of the separation of church and state, while others from the rural, conservative community of Champaign, Illinois she came from saw her as an atheist, and branded her a communist. The community's backlash against her was not surprising, given the demographics of the population found in Champaign. Religion was a vital part of many of their lives, invocation was often given at public events, Christian music was played in schools, and people regularly attended church. For many, this case came down to choosing against God and atheism and they saw it as an attack on God. Her family was under constant scrutiny and exposure for a number of years and endured horrible incidents that came as a form of retaliation against them from members of their community and people across the nation who did not agree with the justice they pursued. As McCollum declined her son's participation in the religious classes offered during school hours, despite adamant pressure from administration and teachers, he was victimized and bullied, forcing her to pursue justice and ultimately sue the board of education to put a stop to the religion classes. During this time, morality came from belief in religion in America. McCollum's case reminded me of the hatred I see in today's news and the divide our country is experiencing on the controversial topics that daunt us.

McCollum claimed the religion classes violated the First Amendment's Establishment Clause and that the Establishment Clause applied to the states, not just Congress. When the decision was read, McCollum found she lost the case because the religion classes did not violate the Constitution and the doctrine of separation of church and state does not mean there is a conflict between religion and state. This decision, being made in the state of Illinois, did make sense to me. One of the three judges on the case was a previous member of the Champaign school board and had at one time been a law partner of the school board's attorney who was working against McCollum. That alone seems suspicious and unjust. Upon this verdict, McCollum made an appeal to the U.S. Supreme Court and had to convince the court that organized, religious activities in public schools were unconstitutional. The Establishment of the First Amendment Religion Clause had never been subject to judicial construction. McCollum won and religion classes were ruled unconstitutional, in the first ever violation of the Establishment Clause, and this was the first time the Supreme Court prohibited religious activity in public schools. This marked the beginning of the separation of church and state in public schools. In today's world, we still see separation of church and state, as public schools cannot endorse religion or religious messages. However, religious practice and affiliation has greatly declined in the United States over the past 50 years, so I believe a case such as this would not have caused so much controversy or hate in today's society as it did for McCollum.

Sent from my iPhone

From: "Liam Nyikos" <liam.nyikos@carlsbadnmschools.com>
Sent Date: Wed, 21 Feb 2018 19:18:45 -0700 (MST)
Subject: Bellwork 2/21/18
To: <allison.frazier@carlsbad.k12.nm.us>

Attachments: Bellwork.pdf (55.1k)

From: "Heba Hamed" <heba.hamed@carlsbadnmschools.com>
Sent Date: Thu, 22 Feb 2018 09:48:56 -0700 (MST)
Subject: Bellwork
To: <allison.frazier@carlsbad.k12.nm.us>

Attachments: Bellwork-Is America a Land of Opportunity .pdf (70.59k)

From: "Cindy Romero" <Cindy.Romero@CarlsbadSchools.net>
Sent Date: Thu, 12 Apr 2018 16:16:51 -0600 (MDT)
Subject: Board Agenda & Boardbook
"Abel Montoya" <Abel.Montoya@CarlsbadSchools.net>, "David Shoup" <David.Shoup@CarlsbadSchools.net>, "Simon Rubio"
<Simon.Rubio@CarlsbadSchools.net>, "Andrew Harris" <Andrew.Harris@CarlsbadSchools.net>, "Ron Singleton" <Ron.Singleton@CarlsbadSchools.net>,
To: "Cabinet-Extended" <Cabinet-Extended@CarlsbadSchools.net>, "Carrie Boatwright" <Carrie.Boatwright@CarlsbadSchools.net>, "Grace Rodriguez"
<Grace.Rodriguez@CarlsbadSchools.net>, "Toby Murillo" <Toby.Murillo@CarlsbadSchools.net>, "Booth, DeJanay" <dbooth@currentargus.com>

Attachments:041718 BoardBook.pdf (10.29 MB) 041718 Board Agenda.pdf (220.56k)

Attached is the Board Agenda and BoardBook for the upcoming Regular Board Meeting on Tuesday, April 17, 2018 at 6:00 pm.

Let me know if you have any questions.

Thanks,

Cindy Romero
Administrative Assistant
To The Superintendent

From: "Bradley, Gary" <Gary.Bradley@enmu.edu>
Sent Date: Sat, 3 Mar 2018 15:37:14 -0700 (MST)
Subject: Bradleylegalpaper
To: "Abrams, William" <William.Abrams@enmu.edu>

Attachments:Bradleylegalpaper.docx (28.38k)

2018 legal paper for HPE 538

From: "Stan Rounds" <stan@nmcel.org>
Sent Date: Fri, 20 Apr 2018 09:39:29 -0600 (MDT)
Subject: Call to Action - AASA

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Attachments:AASA CALL TO aCTION 4-18.docx (21.27k)

Colleagues:

Please find attached a Call to Action by AASA. Thanks!

Have a great weekend!

Stan

Stan Rounds

Stan Rounds
Executive Director
New Mexico Coalition of Educational Leaders and
New Mexico School Superintendents Association
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Albuquerque, NM 87109

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From: "April Chairez" <April.Chairez@CarlsbadSchools.net>
Sent Date: Mon, 26 Feb 2018 09:34:53 -0700 (MST)
Subject: Const
To: "April Chairez" <April.Chairez@CarlsbadSchools.net>

Attachments:Constitution Level 5-6 NM-1.docx (12.1 MB)

April Chairez
Bilingual Teacher-Desert Willow

From: "Eric Spencer" <eric.spencer.es@me.com>
Sent Date: Sat, 3 Feb 2018 14:15:39 -0700 (MST)
Subject: dcl-title-ix-coordinators-guide-201504.pdf
To: <eric.spencer@carlsbad.k12.nm.us>

Attachments:dcl-title-ix-coordinators-guide-201504.pdf (665.52k)

Sent from my iPhone

From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>
Sent Date: Fri, 12 Jan 2018 05:29:09 -0700 (MST)
Subject: ED: Texas Special Education Cap Violated Federal Law
To: <cindy.romero@carlsbad.k12.nm.us>

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Good morning Cindy Romero

January 12, 2018

Holiday Message

In observance of the U.S. federal Martin Luther King Jr. Day holiday, we will not publish on Monday, January 15, 2018. Service will resume on Tuesday, January 16, 2018. We wish our readers a safe holiday.

LEADING THE NEWS

ED: Texas Special Education Cap Violated Federal Law.

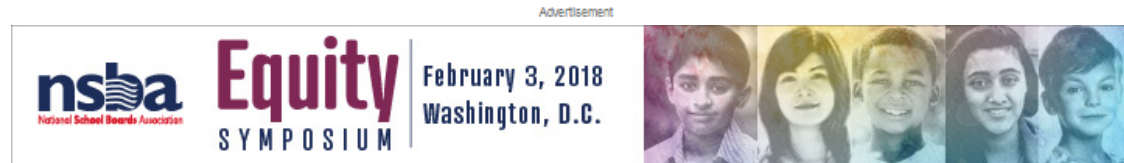
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In its coverage of ED’s “stinging assessment,” [Reuters](#) (1/11) reports that because “providing an education for students with disabilities is costlier than for other students,” the cap “saved the state agency billions of dollars but denied education services to children with autism, dyslexia, attention deficit hyperactivity disorder, epilepsy, mental illnesses, speech impediments, traumatic brain injuries, blindness and deafness.”

The [AP](#) (1/11, Weissert) reports that the OSEP letter “comes after the department dispatched officials to Texas to meet with parents, students, school administrators and state officials following” the Houston Chronicle’s reports, which “revealed that in 2004, Texas quietly instituted an arbitrary 8.5-percent enrollment cap on the number of students eligible to get special education instruction.” This piece quotes DeVos saying, “While there is still more work to be done, leaders in the state have assured me they are committed to ensuring all students with disabilities can achieve their full potential.”



POLITICS & POLICY

School Choice Advocates: Trump, DeVos Have Neither Helped Nor Hurt Movement.

[Education Week](#) (1/11) reports that when President Trump took office, “school choice advocates were deeply divided over how the Trump administration’s vocal support for charter schools and vouchers would affect their popularity and prospects for expansion.” Some, the piece reports, thought Education Secretary Betsy DeVos would “raise the profile of school choice policies” while others “fretted that Trump’s deep unpopularity among many African-Americans, Latinos, and education reform-minded Democrats would cleave those important constituencies from the school choice movement.” The piece reports that prominent school choice groups say “what’s actually played out since then is somewhere in between.”

Scott Urges DeVos Not To Rescind Obama School Discipline Guidance.

[Education Week](#) (1/11) reports that House Education and the Workforce Committee ranking Democrat Bobby Scott called Thursday for Education Secretary Betsy DeVos to maintain “a directive issued by the Obama administration with the aim of driving down disproportionately high discipline rates for students of color.” Though some “conservative organizations” say the policy is “too heavy-handed,” Scott said in a statement it is “key to ‘dismantling the school-to-prison pipeline.’”

US Commission On Civil Rights Report Points To Racial Inequities In School Funding.

The [AP](#) (1/11) reports that according to a report released Thursday by the US Commission on Civil Rights, “too often, low-income, black and Latino students end up in schools with crumbling walls, old textbooks and unqualified

teachers.” The report says these “inequities are caused by the fact that schools are most funded with state and local tax dollars.” The report says “33 percent of high schools with high black and Latino enrollment offer calculus, compared with 56 percent of high schools with low black and Latino student populations. Nationwide, 48 percent of schools offer the rigorous math course.”

[NPR](#) (1/11) says the report, titled “Public Education Funding Inequity: In An Era Of Increasing Concentration Of Poverty and Resegregation,” says, “The federal government must take bold action to address inequitable funding in our nation’s public schools.” NPR adds the report “comes after a lengthy investigation into how America’s schools are funded and why so many that serve poor and minority students aren’t getting the resources they say they need.” The document lists “many ways America’s education system fails vulnerable students — beginning with neighborhood schools that remain deeply segregated and continuing into classrooms where too many students lack access to skilled teachers, rigorous courses and equitable school funding.” Catherine Lhamon, the commission’s chair, wrote, “This report excavates the enduring truism that American public schooling is, and has been, profoundly unequal in the opportunity delivered to students, the dollars spent to educate students, and the determinations of which students are educated together.”

[U.S. News & World Report](#) (1/11) reports the commission “is urging Congress to take ‘bold action’ to address inequitable funding in the country’s public school system, publishing Thursday a sweeping report examining how K-12 funding negatively impacts the educational opportunities of low-income students and students of color.” The report calls on Congress to “incentivize states to adopt more-equitable school finance systems, ensure adequate funding for students with disabilities and to invest more in facilities maintenance.” Also reporting are [Newsweek](#) (1/11, Lee), and [The Seventy Four](#) (1/11).

Florida Legislature Advances Bill Giving Parents More Say On Textbooks.

The [Tampa \(FL\) Tribune](#) (1/11) reports that a bill giving “Florida school district residents even more say in the selection of textbooks and instructional materials” advanced out of committee in the state House on Wednesday. The piece paints the measure as a clarification of a 2017 law “which gave residents more opportunities to challenge books used in their local public schools.” The measure would “require school districts to consider using any title that is recommended for classrooms. It also would mandate that members of the public have access to materials up for state adoption, with the ability to provide comments before a State Board of Education vote.”

TEACHING & LEARNING

Stanford Study: Shows High Test Score Growth In Seattle.

The [Seattle Times](#) (1/11) reports that a new Stanford study “of test scores found that, between the third and eighth grades, Seattle students make nearly six years of academic growth.” However, “two years ago, a Stanford study of student test scores from the nation’s 200 largest public-school districts showed that Seattle had the fifth-widest gap in achievement between black and white students.”

Educators, Disability Rights Groups Criticize Wisconsin Teacher Protection Bill.

The [Milwaukee Journal Sentinel](#) (1/11) reports that educators and disability-rights advocates blasted a Wisconsin bill “aimed at addressing violent behavior in schools” on Thursday, saying “it would violate student privacy, disproportionately affect poor and disabled students, and widen the school-to-prison pipeline by sending more students into the criminal justice system.” Speaking before a legislative committee, Mike Julka, an attorney for the Wisconsin School Administrators Alliance, said, “We’re substituting punishment for problem-solving.” However,

sponsor state Rep. Jeremy Thiesfeldt (R), “defended the measure, saying he was open to amendments but that something has to be done about the rise in assaults and threats against teachers.”

The [AP](#) (1/11) reports Thiesfeldt “defended his bill that would allow teachers to demand student suspensions and require principals to report violent students to police.” Thiesfeldt “acknowledged his bill has generated intense opposition — 16 groups have registered against the measure with no groups in support — but he said teachers find themselves in danger too often and something must be done.”

[WISC-TV](#) Madison, WI (1/11) reports that the measure “would create and modify certain rights and protections for schoolteachers” and “allow teachers to ‘use reasonable and necessary force under certain circumstances’ and to remove a student from a classroom for two consecutive days.”

OPERATIONS

Louisiana Teacher Demands Apology, Says Arrest Violated First Amendment Rights.

The [Washington Post](#) (1/11, Strauss) reports Louisiana teacher Deyshia Hargrave, who was “handcuffed and arrested after questioning school board members about the superintendent’s raise” earlier this week, “will not be prosecuted, but she demanded an apology Thursday, saying her First Amendment rights had been violated.” Hargrave’s arrest “has led to death threats against the district school chief and ‘cast a negative light’ on the state, the governor lamented.”

The [AP](#) (1/11) reports Hargrave “said she thinks a lawsuit is likely in the case.” The AP reports that some 100 local people “chanting ‘Stand by Deyshia’ and waving signs heralding free speech gathered in a light rain Thursday night to support Hargrave.” The AP reports the “American Civil Liberties Union and her teachers union are investigating the case.”

[USA Today](#) (1/11, Bacon) reports Hargrave “says she won’t be silenced and wants an apology,” quoting her saying in a video posted on social media, “By silencing my voice they’ve also taken away, or tried to take away, my First Amendment right to speak. I’m appalled and you should be, too.” Also reporting are the [Huffington Post](#) (1/11), [Newsweek](#) (1/11, Rajamani), and [WRC-TV Washington](#) Washington (1/11).

Detroit Court To Hear Lawsuit Over Charter’s Bid To Purchase Mothballed School.

The [Detroit Free Press](#) (1/11) reports that a court in Wayne County, Michigan will hear arguments Friday in a lawsuit “over a long-closed school building in Detroit” which is “pitting a charter school in the city against the Detroit Public Schools Community District.” Detroit Prep, a charter that is currently renting space in a local church, wants to buy the building “that formerly housed the Anna Joyce Elementary school.” The school, closed over 10 years ago, “is in disrepair and in need of costly work to even operate as a school.”

Illinois Parents Sue Chicago-Area District To Allow Medical Marijuana In School.

The [AP](#) (1/11) reports the family of an 11-year-old girl in the Chicago-area School District 54 is suing the district and the state “for the right to use medical marijuana at school.” The plaintiffs “contend the state’s ban on taking the drug at school is unconstitutional. They say it denies the right to due process and violates the Individuals With Disabilities Education Act and the Americans with Disabilities Act.”

DIGITAL LEARNING

Educators Share Strategies For Integrating VR In The Classroom.

[THE Journal](#) (1/11) reports that as virtual reality technology becomes more available and affordable, “there is great interest in virtual reality as an educational tool.” THE Journal “reached out to teachers and administrators who are currently using virtual reality in their classrooms to hear their perspectives and practical strategies for infusing this resource into their classrooms.” The respondents related “creative ideas for how to incorporate immersive education in current classrooms” and “shared their ideas for future applications of VR, including how to deepen the learning experience and to expand the reach of these technologies to a greater population of students.”

COLLEGE & CAREER READINESS

New York City Sees Sharp Uptick In Number Of Students Taking Free SAT.

The [New York Times](#) (1/11, Harris, Subscription Publication) reports that after New York City public schools began offering the SAT free during the school day, the number of students taking the assessment “shot up” by 51%. The Times says the move places the district within the “movement to widen the pool of students taking the SAT or its competitor, the ACT.” The piece quotes Schools Chancellor Carmen Fariña saying, “For too many of our kids, the SAT, which they need to go to college, was something they had never even heard of. We should not be making this difficult. We should be making this as easy as possible.”

SCHOOL FINANCE

Colorado Governor Says Voters Must Support Increased School Funding.

[Chalkbeat](#) (1/11) reports that Colorado Gov. John Hickenlooper “called for more money for education but said it would take voters’ help to do that” in his final State of the State speech. In post-speech comments, “Hickenlooper said he wasn’t calling for a ballot measure with a new tax for schools so much as he was pointing out Colorado violates its own constitution every year.” Hickenlooper “was referring to Amendment 23, a constitutional amendment passed in 2000 that requires education spending to increase by population and inflation (it was inflation plus 1 percent from 2001 through 2011). However, the legislature has not funded education at that level since the Great Recession.”

Arizona ASBO Withdraws From School Funding Lawsuit.

[Arizona Public Media](#) (1/11) reports the Arizona Association of School Business Officials has “withdrawn from a lawsuit meant to force the state to boost its education funding,” noting that the group “was part of a lawsuit claiming the state inadequately met education spending requirements, specifically its obligation to provide school districts with money for capital improvements, such as building repairs.” However, AASBO announced in a statement that Gov. Doug Ducey’s “plans to increase education funding this year were the driving force behind its withdrawal from the lawsuit.”

[KJZZ-FM](#) Phoenix (1/11) reports AASBO Director David Lewis “says his group believes the lawsuit still has merit but will support the governor’s more immediate plan.” This piece quotes Lewis saying, “As far as what we were considering, we debated the merits of the plan against the immediacy of the needs of our school districts now. Especially for students and teachers we need to get moving on this now.” According to Lewis, Ducey’s “plan gives a more immediate impact than going through the court system.”

SAFETY & SECURITY

DC City Council May End Sunscreen Ban In Schools.

The [Washington Post](#) (1/11, Stein) reports the District of Columbia City Council may end a ban on sunscreen in schools without a doctor's note. The School Sunscreen Safety Act "would exempt sunscreen from the stringent ways schools typically handle medications," the Post reports, noting that the US Food and Drug Administration "regards sunscreen as an over-the-counter medicine." The article says the American Academy of Pediatrics "suggests that children and adults should apply sunscreen on exposed skin anytime they are outdoors." [WTOP-FM](#) Washington (1/11) also covers this story.

THURSDAY'S LEAD STORIES

- [Fallout From Arrest Of Louisiana Teacher At Board Meeting Continues.](#)
- [DeVos Approves Minnesota, West Virginia ESSA Plans.](#)
- [Missouri Bill Requires High School Students To Pass Computer Science Course To Graduate.](#)
- [Cold Weather Focuses Attention On Dearth Of School Facilities Investment.](#)
- [Kansas Republicans Criticize Governor's Plan To Boost School Spending.](#)

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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>
Sent Date: Fri, 12 Jan 2018 05:29:09 -0700 (MST)
Subject: ED: Texas Special Education Cap Violated Federal Law
To: <david.shoup@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



Good morning David Shoup

January 12, 2018

Holiday Message

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LEADING THE NEWS

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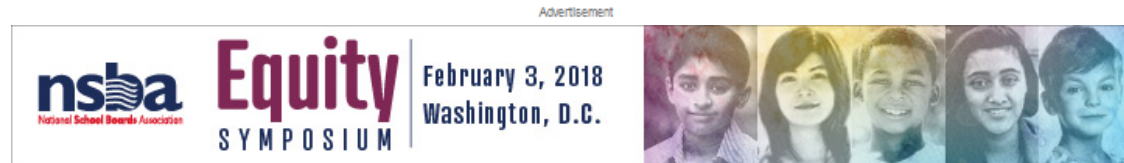
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From: "National Connection Daily" <NationalConnectionDaily@nsba.bulletinmedia.com>
Sent Date: Fri, 12 Jan 2018 05:29:09 -0700 (MST)
Subject: ED: Texas Special Education Cap Violated Federal Law
To: <greg.rodriguez@carlsbad.k12.nm.us>

If you are unable to see the message or images below, [click here to view](#)



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January 12, 2018

Holiday Message

In observance of the U.S. federal Martin Luther King Jr. Day holiday, we will not publish on Monday, January 15, 2018. Service will resume on Tuesday, January 16, 2018. We wish our readers a safe holiday.

LEADING THE NEWS

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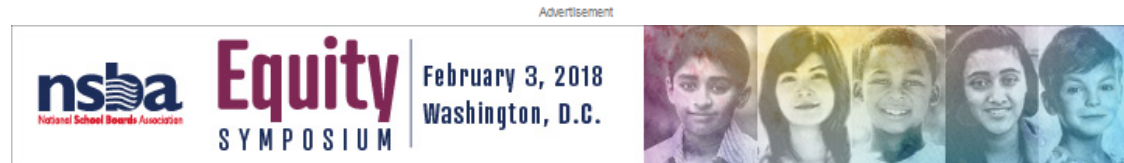
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Sent Date: Fri, 12 Jan 2018 05:29:09 -0700 (MST)
Subject: ED: Texas Special Education Cap Violated Federal Law
To: <ron.singleton@carlsbad.k12.nm.us>

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LEADING THE NEWS

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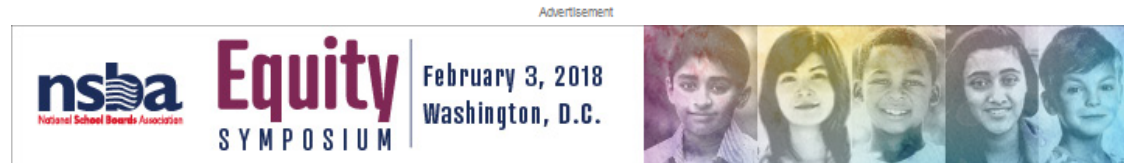
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In its coverage of ED’s “stinging assessment,” [Reuters](#) (1/11) reports that because “providing an education for students with disabilities is costlier than for other students,” the cap “saved the state agency billions of dollars but denied education services to children with autism, dyslexia, attention deficit hyperactivity disorder, epilepsy, mental illnesses, speech impediments, traumatic brain injuries, blindness and deafness.”

The [AP](#) (1/11, Weissert) reports that the OSEP letter “comes after the department dispatched officials to Texas to meet with parents, students, school administrators and state officials following” the Houston Chronicle’s reports, which “revealed that in 2004, Texas quietly instituted an arbitrary 8.5-percent enrollment cap on the number of students eligible to get special education instruction.” This piece quotes DeVos saying, “While there is still more work to be done, leaders in the state have assured me they are committed to ensuring all students with disabilities can achieve their full potential.”



POLITICS & POLICY

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SCHOOL FINANCE

Colorado Governor Says Voters Must Support Increased School Funding.

[Chalkbeat](#) (1/11) reports that Colorado Gov. John Hickenlooper “called for more money for education but said it would take voters’ help to do that” in his final State of the State speech. In post-speech comments, “Hickenlooper said he wasn’t calling for a ballot measure with a new tax for schools so much as he was pointing out Colorado violates its own constitution every year.” Hickenlooper “was referring to Amendment 23, a constitutional amendment passed in 2000 that requires education spending to increase by population and inflation (it was inflation plus 1 percent from 2001 through 2011). However, the legislature has not funded education at that level since the Great Recession.”

Arizona ASBO Withdraws From School Funding Lawsuit.

[Arizona Public Media](#) (1/11) reports the Arizona Association of School Business Officials has “withdrawn from a lawsuit meant to force the state to boost its education funding,” noting that the group “was part of a lawsuit claiming the state inadequately met education spending requirements, specifically its obligation to provide school districts with money for capital improvements, such as building repairs.” However, AASBO announced in a statement that Gov. Doug Ducey’s “plans to increase education funding this year were the driving force behind its withdrawal from the lawsuit.”

[KJZZ-FM](#) Phoenix (1/11) reports AASBO Director David Lewis “says his group believes the lawsuit still has merit but will support the governor’s more immediate plan.” This piece quotes Lewis saying, “As far as what we were considering, we debated the merits of the plan against the immediacy of the needs of our school districts now. Especially for students and teachers we need to get moving on this now.” According to Lewis, Ducey’s “plan gives a more immediate impact than going through the court system.”

SAFETY & SECURITY

DC City Council May End Sunscreen Ban In Schools.

The [Washington Post](#) (1/11, Stein) reports the District of Columbia City Council may end a ban on sunscreen in schools without a doctor's note. The School Sunscreen Safety Act "would exempt sunscreen from the stringent ways schools typically handle medications," the Post reports, noting that the US Food and Drug Administration "regards sunscreen as an over-the-counter medicine." The article says the American Academy of Pediatrics "suggests that children and adults should apply sunscreen on exposed skin anytime they are outdoors." [WTOP-FM](#) Washington (1/11) also covers this story.

THURSDAY'S LEAD STORIES

- [Fallout From Arrest Of Louisiana Teacher At Board Meeting Continues.](#)
- [DeVos Approves Minnesota, West Virginia ESSA Plans.](#)
- [Missouri Bill Requires High School Students To Pass Computer Science Course To Graduate.](#)
- [Cold Weather Focuses Attention On Dearth Of School Facilities Investment.](#)
- [Kansas Republicans Criticize Governor's Plan To Boost School Spending.](#)

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From: "NASSP Principals Update" <PrincipalUpdate@nassp.bulletinmedia.com>
Sent Date: Fri, 12 Jan 2018 05:29:10 -0700 (MST)
Subject: ED: Texas Special Education Cap Violated Federal Law
To: <jana.smith@carlsbad.k12.nm.us>

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Principal's Update



Good morning Jana Smith

Friday, January 12, 2018

Holiday Message

In observance of the U.S. federal Martin Luther King Jr. Day holiday, we will not publish on Monday, January 15, 2018. Service will resume on Tuesday, January 16, 2018. We wish our readers a safe holiday.

NATIONAL EDUCATION TRENDS

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HIGHER EDUCATION

ED Selects Only Two Debt Collection Firms To Recoup Overdue Student Loans.

The [Washington Post](#) (1/11, Douglas-Gabriel) reports the US Department of Education has selected two firms to help collect overdue student loans, one of which once had financial ties to Education Secretary Betsy DeVos. Compass Point senior research analyst Michael Tarkan said, "The selection of only two [companies] opens the door to protests from the unsuccessful bidders." Tarkan added, "Based on prior contract awards, we would not be surprised to see protests, lawsuits and appeals which could all delay the start date for the new contract." In the past, the Department of Education has used as many as 17 companies to recoup overdue student loans.

Purdue Announces Name Of New Entity Formed By Kaplan Purchase.

The [Chronicle of Higher Education](#) (1/11) reports that Purdue University has announced that the offshoot formed by the school's purchase of for-profit Kaplan University will be named Purdue University Global if regional accreditor the Higher Learning Commission approves of the deal. The article notes that ED and the Indiana Commission for Higher Education have already signed off on the deal. The Chronicle reports the deal "has stirred debate since news of it broke in April. Faculty members and students questioned the public university's motives, with one equating the deal to selling the university's brand to Wall Street. Others have raised concerns that Kaplan would retain control over the institutions it currently has while receiving a facelift from the Purdue brand."

Federal Report Recommends Guidelines For Middle-Skill Jobs Training.

[Education Week](#) (1/11) reports that according to a new report from the US Congress Joint Economic Committee, "programs to train young people for middle-skill jobs must avoid tracking, and should carefully balance industry-specific preparation with more generalizable skills to equip students for a changing workplace." The study "explores a part of the jobs-and-education landscape that's risen sharply on the public's radar in the last few years: the vast array of jobs that require more than a high school diploma and less than a bachelor's degree." Researchers say that such "middle-skill" jobs make up some 48% of all US jobs. The report is aimed at "dual-enrollment programs or early-college high schools that give students a leg up in college; career academies that help them focus their thinking on certain occupational fields; and career-technical-education programs, work-based learning, apprenticeships, and programs that confer post-secondary certificates or associate degrees."

THURSDAY'S LEAD STORIES

- [Cold Weather Focuses Attention On Dearth Of School Facilities Investment.](#)
- [Growth Of Online Educational Materials Marketplaces Sparks Concerns.](#)
- [Kansas Republicans Criticize Governor's Plan To Boost School Spending.](#)
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From: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>
Sent Date: Fri, 2 Feb 2018 08:23:49 -0700 (MST)
Subject: Enslow PO request for GO BOND
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:MONTERRERY ENSLOW PO for GO BOND 2018.xlsm (1,000.38k) CMS Libraries Purchase Order Request Enslow 2018.xlsx (19.02k)

Here is my last one. J

Juhree

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Sun, 28 Jan 2018 21:17:52 -0700 (MST)
Subject: enslow
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ENSLOW JAN 18 ALPHABET FOR PO.xlsm (1,007.05k)

From: Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]
Sent: Sunday, January 28, 2018 6:11 PM
To: Coye Duncan <abookworm@suddenlink.net>
Subject: Re: TOTALS

Please take off any of the other Where's Waldo books. It does not matter which one.
Thanks,
Juhree

Sent from my iPad

On Jan 26, 2018, at 9:04 PM, Coye Duncan <abookworm@suddenlink.net> wrote:

Juhree

I am so sorry.. I put the wrong amount for Jappleseed.. I have taken off The Great Picture Hunt..but need one more book..I am still over
Coye

From: Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]
Sent: Friday, January 26, 2018 3:49 PM
To: Coye Duncan <abookworm@suddenlink.net>
Subject: RE: totals and Jappleseed

Thank you!!!

Please take off Where's Waldo: The Great Picture Hunt.

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Friday, January 26, 2018 1:43 PM
To: Juhree Cope <Juhree.Cope@CarlsbadSchools.net>
Subject: totals and Jappleseed

THANK YOU I will send these in alphabetical order after we make a little adjustment.. it is just easier for you to see what you have.

I am over by \$18.05
One reason on
Abdo Black Lagoon set 4 has 10 books instead of 6

Just tell me what book to take off and I will..can be from any list.. just close to \$18..

From: Juhree Cope [<mailto:Juhree.Cope@CarlsbadSchools.net>]
Sent: Thursday, January 25, 2018 10:08 AM
To: Coye DUNCAN <abookworm@suddenlink.net>
Subject: Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**

There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6**.

My total budget is **\$2636**.

Thanks,

Juhree

<CARLSBAD MONTERREY TOTALS JAN 18 (002).xlsx>

From: "Joan Crowley" <jcrowley@nmsu.edu>
Sent Date: Tue, 27 Feb 2018 22:42:47 -0700 (MST)
Subject: Faculty-talk Climate change denier using NMSU for credibility?
To: "Andrea Orzoff" <aorzoff@nmsu.edu>

Of course, everyone has freedom of speech, and the ACLU did support a Nazi march through the Jewish community of Skokie. But freedom of speech does not imply a right to speak anywhere. Skokie was required to allow Nazis to use public thoroughfares, but not to pay their expenses.

NMSU recently had a problem with a student group selling Girl Scout cookies, and apparently they looked carefully at the student group and at the implications.

Has NMSU done a similar review of the finances of the group proposing to bring a controversial speaker whose message is counter to respectable scholarship to campus. Presumably, Whittle will add NMSU to his resume to make himself look credible. That means we are lending him our respectability.

Who constitutes Students for Academic Freedom? Who is their academic sponsor? And who is funding this group and this speaker? I assume he is not coming on his own nickel. If outside funds are being used, are they in the same suspect category as Girl Scouts? Under what rules is SAF accessing NMSU facilities? I see much more value in giving everyone access to Thin Mints.

As Daniel Moynihan (supposedly) said, you are entitled to your own opinion but you are not entitled to your own facts. It irks me to see NMSU exploited once again for a counter-factual agenda in the name of academic freedom.

Joan Crowley
Criminal Justice, Emerita.

On Feb 27, 2018, at 10:30 AM, Andrea Orzoff <aorzoff@nmsu.edu> wrote:

Hi all:

The best response to this event would be to organize a counter-event across campus, at the same time as this guy's talk, widely publicized. Free food would be a good idea, too -- more of a draw.

Julie, I'd be happy to help organize, although I wouldn't be able to attend the event myself.

I agree that our hope should be a collective yawn and an empty room, but we can do some groundwork to make sure that happens.

Andrea

--

Andrea Orzoff
Associate Professor of History
New Mexico State University
Las Cruces, NM 88003
575.646.4612
aorzoff@nmsu.edu

<http://history.nmsu.edu/people/faculty/orzoff/>

The purpose of poetry is to remind us
how difficult it is to remain just one person,
for our house is open, there are no keys in the doors,
and invisible guests come in and out at will. --Czeslaw Milosz

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of faculty-talk-request@lists.nmsu.edu <faculty-talk-request@lists.nmsu.edu>
Sent: Tuesday, February 27, 2018 9:58:59 AM
To: faculty-talk
Subject: Faculty-talk Digest, Vol 117, Issue 37

Send Faculty-talk mailing list submissions to
faculty-talk@lists.nmsu.edu

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<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>
or, via email, send a message with subject or body 'help' to
faculty-talk-request@lists.nmsu.edu

You can reach the person managing the list at
faculty-talk-owner@lists.nmsu.edu

When replying, please edit your Subject line so it is more specific
than "Re: Contents of Faculty-talk digest..."

Today's Topics:

1. climate change denier and white supremacist speaking on campus (Julie Steinkopf)
2. Re: climate change denier and white supremacist speaking on campus (Jamie Bronstein)
3. Re: climate change denier and white supremacist speaking on campus (Samuel Goldman)
4. Re: climate change denier and white supremacist speaking on campus (Daniel Vega-Albela)
5. climate change denier and white supremacist speaking on campus (Frank Ward)
6. Girls on outdoor Adventure for Leadership and Science (GALS) (Wiebke Boeing)

Message: 1
Date: Tue, 27 Feb 2018 14:49:04 +0000
From: Julie Steinkopf <juliestk@nmsu.edu>
To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Faculty-talk climate change denier and white supremacist

speaking on campus

Message-ID:

<MWHPR01MB22704F33F0983CFFC44927FEB6C00@MWHPR01MB2270.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Hi everyone,

Apparently Bill Whittle, a well-known conservative blogger who promotes "scientific racism" (black and Hispanic people are genetically less intelligent than white people) has been invited to speak here at NMSU on climate change...he is also a climate change denier.

The title of his talk is "An Honest Discussion on Climate Change." and is being hosted by Students for Academic Freedom; who hosted David Horowitz (another white supremacist) last fall.

Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

----- next part -----

An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/c3d1e191/attachment-0001.html>>

Message: 2

Date: Tue, 27 Feb 2018 15:01:05 +0000

From: Jamie Bronstein <jbronste@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB24380119D71B926B6178E02FBCC00@CY4PR01MB2438.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

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Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/d83ef928/attachment-0001.html>>

Message: 3

Date: Tue, 27 Feb 2018 15:44:49 +0000
From: Samuel Goldman <sgoldman@nmsu.edu>
To: Jamie Bronstein <jbronste@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus
Message-ID: <CY1PR01MB2041E5F470B5A867402839C8B4C00@CY1PR01MB2041.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Who did the university hire that is a Nazi ?

Sam Goldman

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Jamie Bronstein <jbronste@nmsu.edu>
Sent: Tuesday, February 27, 2018 8:01:05 AM
To: Julie Steinkopf; faculty-talk@mailman.nmsu.edu
Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

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Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/64998268/attachment-0001.html>>

Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <lcsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>, "Julie Steinkopf" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf

Sent: Tuesday, February 27, 7:49 AM

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

To: faculty-talk@mailman.nmsu.edu

Hi everyone,

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Julie

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/a781a9cb/attachment-0001.html>>

Message: 5

Date: Tue, 27 Feb 2018 16:24:06 +0000

From: Frank Ward <fward@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Julie, thanks for the alert.

In my view, NMSU's finest and most noble response to 'scientific racism' is the big yawn: no audience, no questions, and the obligatory plate of cookies left untouched.

Anything more inflates the respect than 'scientific racism' deserves. Shouting at it assumes it is worth shouting at. Debating it assumes it is worth debating. Presenting alternative evidence assumes that this evidence is worth refuting.

Those views deserve an empty room.

Frank Ward

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] On Behalf Of Julie Steinkopf

Sent: Tuesday, February 27, 2018 7:49 AM

To: faculty-talk@mailman.nmsu.edu

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

Apparently Bill Whittle, a well-known conservative blogger who promotes "scientific racism" (black and Hispanic people are genetically less intelligent than white people) has been invited to speak here at NMSU on climate change...he is also a climate change denier.

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Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/e76a6b85/attachment-0001.html>>

Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

Together with 5 graduate students, I developed a new program at NMSU: Girls on outdoor Adventure for Leadership and Science (GALS).

We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<> <> <> <> <> <> <> <>

Dr. Wiebke J. Boeing
Professor in Aquatic Ecology
Department of Fish, Wildlife and Conservation Ecology
New Mexico State University
2980 South Espina, 132 Knox Hall
P.O. Box 30003, Campus Box 4901
Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281

<http://cahe.nmsu.edu/academics/fws/><https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_0OhLOIGz-12MkkKwZz4Gc4lXh5RMoctUcq8AATOyuiO_d7dIN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/attachment.html>>

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A non-text attachment was scrubbed...

Name: GALS - NM_TX 2018 Flyer.pdf

Type: application/pdf

Size: 9778922 bytes

Desc: GALS - NM_TX 2018 Flyer.pdf

URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/GALS-NM_TX2018Flyer.pdf>

Subject: Digest Footer

Faculty-talk mailing list
Faculty-talk@lists.nmsu.edu
<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

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<https://lists.nmsu.edu/mailman/options/faculty-talk>

Fill in your NMSU email account. If you don't yet have your listserver password, hit the remind button at the bottom of the page to have it sent to you. Then, using that password, login to the listserver configuration, scroll down, and Disable Mail Delivery. DO NOT just choose the Unsubscribe from List option, or you will likely be re-enrolled as the list membership is periodically regenerated to allow for new faculty members to be added to the list.

You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

From: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>
Sent Date: Fri, 2 Mar 2018 20:18:43 -0700 (MST)
Subject: finished paper with sources
To: "Gary Bradley" <Gary.Bradley@CarlsbadSchools.net>, "Dana Bradley" <Dana.Bradley@CarlsbadSchools.net>

Attachments:Bradleylegalpaper.docx (32.32k)

From: "Jessica Castaneda" <sparkedinnovations@gmail.com>
Sent Date: Fri, 23 Feb 2018 16:05:34 -0700 (MST)
Subject: Follow up for Summer School Training
To: <obidilia.apodeca@demingps.org>, <millerja@dexterdemons.org>, <lavern.shan@carlsbadschools.net>

Attachments: TN Common Core Standards, Vocabulary, ELDA scores Math updated.xls (5.31 MB) Evaluation Sheet.xlsx (53.83k)

What a pleasure to meet with all of you. I really hope you feel a lot more comfortable with summer instruction for migrant students. You all are a wonderful group to work with and I really enjoyed working with you today. Should you have questions in the future, feel free to reach out.

Attached is the evaluation sheet, and the common core spreadsheet.

Here is the Spark Innovations website <http://www.sparkedinnovations.net/>

Here are the instructional units: <http://www.sparkedinnovations.net/LPLessonPlan.html>

Here is the EXITO program for students of pre-K students. I forgot to mention this one today but we did bring it up yesterday with Marty. <http://www.sparkedinnovations.net/Prek.html>

Here is a link to the presentation videos and other content covered: <http://www.sparkedinnovations.net/NMTraining.html>

Here is a link to the Heart and Soul Curriculum- <http://www.sparkedinnovations.net/LP%20Heart%20and%20Soles.html>

That was for the duck-tape shoes

Here is Scream Machines- Rollercoasters unit: <http://www.sparkedinnovations.net/LP%20Scream%20Machines.html>

Here is the Gum Shoe- Detective Unit: <http://www.sparkedinnovations.net/LPDetectives.html>

And finally the Robot unit: <http://www.sparkedinnovations.net/LP%20Robots.html>

Thanks again for all of your time today. Safe Travels!

Jessica Castaneda
Educational Consultant
www.sparkedinnovations.net
office: 931-668-4129



From: <members@gym2jury.com>
Sent Date: Tue, 23 Jan 2018 01:21:19 -0700 (MST)
Subject: From The Gym To The Jury online newsletter
To: <jaime.berdoza@carlsbad.k12.nm.us>

Ron Baron, CO-Editor sends this issue with sadness after the passing of longtime business associate Dr. Herb Appenzeller. The next issue is an opportunity for friends and colleagues to write their remembrances of Herb, Father of Sport Law and Risk Management and co-founder of the publication From The Gym To The Jury.

THE ZACKERY LYSTEDT LAW...A GOOD LAW THAT'S TIME HAS COME

In 2009 the Washington State legislature passed the Lystedt Law to reduce the risk of further injury or death to young athletes who suffer concussions. The law requires schools to develop concussion and head injury information sheets to inform and educate coaches, athletes and parents or guardians about the nature and risk of concussions and continuing to play.

RUSSIAN TEAM BANNED FROM WINTER OLYMPIC GAMES FOR DOPING

The Russian winter olympic team has been banned from competing at the Pyeongchang Olympics in South Korea in 2018. The International Olympic Committee (IOC) banned Russia from competing due to widespread and systematic doping of Russian athletes in the 2014 games in Sochi, Russia.

ESPN ANALYST HERM EDWARDS TO BE ARIZONA STATE UNIVERSITY HEAD FOOTBALL COACH

Herm Edwards was announced as Arizona State University's (ASU) new football coach on December 4th, 2017.

LIFE IS NOT ALWAYS A PICNIC

Ricky Costa suffered a serious eye injury during a pick-up basketball game at a Plainville High School senior class picnic. Ricky and his mother, Maria Costa, sued the town of Plainville CT, the Board of Education and the high school principal.

THE FIRST AMENDMENT AND A COACH

Joseph Kennedy was an assistant football coach for the varsity and head junior varsity coach for Bremerton High School in Kitsap County, WA. The Bremerton School District (BSD) employed Kennedy as a coach from 2008 until 2015. The school district is religiously diverse with citizens who practice beliefs such as Judaism, Buddhism, Islam, Hinduism, Zoroastrianism, and the Baha'i faith. Coach Joseph Kennedy is a practicing Christian who often led student-athletes and the coaching staff in pre-game locker room and post game prayers.

From The Gym To The Jury
<http://www.gym2jury.com>

From: "Stan Rounds" <stan@nmcel.org>
Sent Date: Mon, 5 Mar 2018 10:35:06 -0700 (MST)
Subject: FW: [state-execs] AASA Student Protests

"Adan Delgado (Cuba)" <adelgado@cuba.k12.nm.us>, "Andy Ortiz (Raton)" <andy.ortiz@ratonschools.com>, "Anita Romero - Interim Wagon Mound" <anita.romero@wm.k12.nm.us>, "Arsenio Romero (Deming)" <arsenio.romero@demingps.org>, "Audie Brown (Silver)" <abrown@silverschools.org>, "Balch, Jody (Clovis)" <jody.balch@clovis-schools.org>, "Bickert, George (Ruidoso)" <bickertg@ruidososchools.org>, "Bobbie Gutierrez (Espanola)" <bobbie.gutierrez@k12espanola.org>, "Bonnie Lightfoot - House Municipal Schools (blightfoot@houseschools.net)" <blightfoot@houseschools.net>, "Bowman, Colleen (Central)" <Bowmc@centralschools.org>, "Brandon Hays (Interim Dora)" <bhays@doraschools.com>, "Robert Brown" <rbrown@texicoschools.com>, "Cain, Johnnie (Portales)" <jcain@portalesschools.com>, "Carpenter, Kirk (Aztec)" <adcarpki@aztec.k12.nm.us>, "Casados, Anthony (Chama)" <acasados@chamaschools.org>, "Caton, Crit (Artesia)" <cdcaton@bulldogs.org>, "Chris Gutierrez - Las Vegas West" <christopher_gutierrez@wlvs.k12.nm.us>, "Cleveland, Sue (Rio Rancho)" <scleveland@rrps.net>, "Cummins, Craig (TorC)" <ccummins@torcschools.net>, "Cushman, Loren (Animas)" <lrcushman@animask12.net>, "Daniel Benavidez (Zuni)" <daniel.benavidez@zpsd.org>, "David Albert (Questa)" <dalbert@questa.k12.nm.us>, "Dawn Apodaca (Mountainair)" <dapodaca@mpschoools.net>, "Diane Cordova (Admin Pojoaque)" <dlc@pvs.k12.nm.us>, "Diller, Stacy (Clayton)" <stacy.diller@claytonschoools.us>, "Lesla Dodd" <doddl@dexterdemons.org>, "Dorothy Abbott (RRPS Exec Admin)" <Dorothy.Abbott@rrps.net>, "Ella Arellano (Mora)" <earellano@mora.k12.nm.us>, "Elnabeth Grau (Grady)" <egrau@gradyschool.com>, "Ricky Espinoza" <ricky.espinoza@carrizozogrizzlies.org>, "Estrada, Adan (Cimarron)" <aestrada@cimarronschools.org>, "Jo Lynn Gallegos" <jolynn@nmcel.org>, "Gandy, LeAnne (Lovington)" <leannegandy@lovingtonschools.net>, "Garcia Veronica (Santa Fe)" <vcgarcia@sfps.k12.nm.us>, "Gen Benes (Ruidoso Admin)" <benesg@ruidososchools.org>, "Glenn Haven (Magdalena)" <ghaven@magdalena.k12.nm.us>, "Green, Bill (Reserve)" <billgreen@reserveschools.com>, "Greg Rodriguez (Carlsbad)" <gregory.rodriguez@carlsbad.k12.nm.us>, "Gregory Ewing (gewing@lcps.net)" <gewing@lcps.net>, "Grossman, Michael (Lake Arthur)" <michael.grossman@la-panthers.org>, "Hale, Linda (Hatch Valley)" <lhale@hatchschools.net>, "Haynes, Dwain (Eunice)" <dhaynes@eunice.org>, "Irene Rodriguez (Cobre Admin)" <irod@cobre.k12.nm.us>, "Jim Holloway (Roy)" <supt@royschools.org>, "Joel Shirley (Estancia - Interim)" <joel.shirley@estancia.k12.nm.us>, "Joseph West (SFPS Admin)" <jwest@sfps.k12.nm.us>, "Keith Cowan (Interim Bernalillo)" <kcowan@bps.k12.nm.us>, "Kelt Cooper (Las Vegas City)" <keltcooper@cybercardinal.com>, "King, Eddie (Springer)" <eking@springerschools.org>, "Kodi Sumpter (Des Moines)" <ksumpterdm@bacavalley.com>, "Kristen Forrester - Maxwell" <kforrester@maxwellp12.com>, "Lackey, David (Quemado)" <dlackey@quemadoschools.org>, "Lightfoot, Travis (Corona)" <travis.lightfoot@cpscardinals.org>, "Little, Buddy (Tatum)" <blittle@tatumschools.org>, "Manuel Valdez (Interim Dulce)" <mvaldez@dulceschools.com>, "Marc Space (Grants/Cibola)" <marc.space@gccs.k12.nm.us> <marc.space@gccs.k12.nm.us>, "Marvin MacAuley (Penasco Interim)" <mmacauley@penasco.k12.nm.us>, "Marvin Martin (Hondo)" <marvin.martin@hondoeagles.org>, "Matt Moyer (Fort Sumner)" <mmoyer@ftsumnerk12.com>, "McIlroy, Ann Lynn (Loving)" <amcilroy@lovingschools.org>, "McKinney, Aaron (Tucumcari)" <a.mckinney@tucumcarischools.com>, "Mendoza, Robert (Cobre)" <rmendoza@cobre.k12.nm.us>, "Mike Hyatt (Gallup McKinley)" <mhyatt@gmcs.k12.nm.us>, "Mizell, Kim (Bloomfield)" <kmizell@bsin.k12.nm.us>, "Montoya, Sherie (Springer Admin Asst)" <smontoya@springerschools.org>, "Sondra Adams" <mlm@pvs.k12.nm.us>, "Nancy Chavez (APS Admin)" <chavez_n@aps.edu>, "Norma Cavazos - Jemez Mountain" <cavazos_n@jmsd.k12.nm.us>, "Parks, T.J. (Hobbs)" <parkstj@hobbsschools.net>, "Paula Arellano" <paula@nmcel.org>, "Perea, Richard (Santa Rosa)" <rperea@srhills.com>, "Perez, Max (Belen)" <perezmax@beleneagles.org>, "Piper, Randy (Lordsburg)" <rpiper@lmsd.org>, "Jack Props" <jprops@vaughn.k12.nm.us>, "Reedy, Raquel (APS)" <reedy@aps.edu>, "Roch, Dennis (Logan)" <droch@loganschool.net>, "Ron Hendrix (Sororro)" <rhendrix@socorro.k12.nm.us>, "Salas, Adrianne (Alamogordo)" <adrianne.salas@aps4kids.org>, "Sanders, Dana (Los Lunas)" <dsanders@llschools.net>, "Randy Bondow" <eschmidt@fms.k12.nm.us>, "Sean Wootton (Capitan)" <sean.wootton@capitantigers.org>, "Sergio Castanon (Cloudcroft)" <sergio.castanon@cmsbears.org>, "Brian Snider" <brian.snider@jalnm.org>, "Stan Rounds" <stan@nmcel.org>, "Steinhaus, Kurt (Los Alamos)" <k.steinhaus@laschools.net>, "Sullivan, Tom (Moriarty/Edgewood)" <tom.sullivan@mesd.us>, "Susan Sanchez (Roswell Interim)" <ssanchez@risd.k12.nm.us>, "Tandee Delk (Elida)" <tdelk@elidaschools.net>, "Taylor, Colin (San Jon)" <ctaylor@sanjonschools.com>, "Terry, Damon (Floyd)" <dterry@floydbroncos.com>, "Tommy Turner - Mosquero Schools" <superintendent@mosquero.net>, "Torrez, Lillian (Taos)" <lillian.torrez@taoschools.org>, "Travis Dempsey (Gadsden)" <tdempsey@gisd.k12.nm.us>, "Trujillo, Fred (Pecos)" <ftrujillo@pecos.k12.nm.us>, "Valdez, Ernesto (Mesa Vista)" <ernesto.valdez@mesavista.org>, "brenda.vigil@tularosak12.us" <brenda.vigil@tularosak12.us>, "Widner, Jamie (Melrose)" <jwidner@melroseschools.org>, "Wilkinson Davis, Susan (Jemez Valley)" <swdavis@jvps.org>, "Williams, Rickey (Hagerman)" <rwilliams@bobcat.net>, "Annette Johnson (annettejoycejohnson@gmail.com)" <annettejoycejohnson@gmail.com>, "Arnold, Julie" <julie.arnold@rrps.net>, "Bill Lewis" <billlewis@lovingtonschools.net>, "Chavez, David" <David@ces.org>, "Chris Pash" <cpash@fms.k12.nm.us>, "Christina Velasquez" <mcv@pvs.k12.nm.us>,"

"Erik Bose" <erik.bose@abqca.org>, "Hawkins, Will (hawkinsw@hobbsschools.net)" <HawkinsW@hobbsschools.net>, "Jude P. Garcia (APSPA)" <garcia_ju@aps.edu>, "Karen Trujillo" <karentrujillo@gmail.com>, "Maria Jaramillo" <mjaramillo@crecnm.org>, "Montaño, Joey" <joey@nmasbo.org>, "Patrick Arguelles" <arguelles@aps.edu>, "Raul Sanchez - NMAESP (pcs3081@gmail.com)" <pcs3081@gmail.com>, "Russell Goff" <nmaer@cybermesa.com>, "Sally Marquez" <sally@nmact.org>, "Scott McMath" <smcmath@rec6.net>, "Traci Filiss" <tfiliss@taosacademy.org>, "Victoria Tafoya (victoria@dlenm.org)" <victoria@dlenm.org>, "Alfredo Turrubiates" <alfredoturrubiates@lovingtonschools.net>, "Brian Stacy" <bstacy@melroseschools.org>, "Dan Padilla " <jgdp49@gmail.com>, "Jerry Reeder" <jjjreeder@hotmail.com>, "Jerry Reeder ASA" <jerry.reeder@rrps.net>, "Jo Lynn Gallegos" <jolynn@nmcel.org>, "Patrick Arguelles (Personal)" <patarguelles@gmail.com>, "Paula Arellano" <paula@nmcel.org>, "Stan Rounds" <stan@nmcel.org>, "Trampus L. Pierson (Personal)" <piersontrampus@yahoo.com>, "Trampus Pierson" <trampus.pierson@carrizozogrizzlies.org>

Attachments:Student Protests Advisory.pdf (35.64k)

Colleagues:

FYI

Best Regards:

Stan

Stan Rounds

Stan Rounds
Executive Director
New Mexico Coalition of Educational Leaders and
New Mexico School Superintendents Association
6600 Palomas, NE
Albuquerque, NM 87109

Cell: 575-915-7868
Office: 505-217-2345
stan@nmcel.org
www.nmcel.org

From: CJ Reid [mailto:creid@aasa.org]
Sent: Monday, March 5, 2018 9:43 AM
To: Stan Rounds <stan@nmcel.org>
Subject: [state-execs] AASA Student Protests

Good morning ... attached is an advisory from Hogan Lovells - Student Activism after Parkland - Some First Amendment considerations for school district leaders.

This information and more, can also be found on the AASA website:

<http://www.aasa.org/policy-blogs.aspx?id=42161&blogid=84002>

Please let us know if you have any questions. C J

page 2 of 3

From: "Carrie Boatwright" <Carrie.Boatwright@CarlsbadSchools.net>
Sent Date: Fri, 13 Apr 2018 09:01:04 -0600 (MDT)
Subject: FW: Board Agenda & Boardbook
To: "Greg Maxie" <gmaxie@neanm.org>

Attachments:041718 BoardBook.pdf (10.29 MB) 041718 Board Agenda.pdf (220.56k)

[Do you know what 8A is all about?](#)

From: Cindy Romero
Sent: Thursday, April 12, 2018 4:17 PM
To: Abel Montoya <Abel.Montoya@CarlsbadSchools.net>; David Shoup <David.Shoup@CarlsbadSchools.net>; Simon Rubio <Simon.Rubio@CarlsbadSchools.net>; Andrew Harris <Andrew.Harris@CarlsbadSchools.net>; Ron Singleton <Ron.Singleton@CarlsbadSchools.net>; Cabinet-Extended <Cabinet-Extended@CarlsbadSchools.net>; Carrie Boatwright <Carrie.Boatwright@CarlsbadSchools.net>; Grace Rodriguez <Grace.Rodriguez@CarlsbadSchools.net>; Toby Murillo <Toby.Murillo@CarlsbadSchools.net>; Booth, DeJanay <dbooth@currentargus.com>
Subject: Board Agenda & Boardbook

Attached is the Board Agenda and BoardBook for the upcoming Regular Board Meeting on Tuesday, April 17, 2018 at 6:00 pm.

Let me know if you have any questions.

Thanks,

Cindy Romero
Administrative Assistant
To The Superintendent

From: "Geno Zamora" <geno@ortiz-zamora.com>
Sent Date: Tue, 9 Jan 2018 14:43:05 -0700 (MST)
Subject: FW: Carlsbad - PCA investigation follow up
To: "Gregory Rodriguez" <Gregory.Rodriguez@carlsbad.k12.nm.us>

Attachments: image003.jpg (4.37k) Financial Responsibility, Governance, and Student Outcomes of Virtual Charter Schools.pdf (6.12 MB) LESC_LFC_VCSevaluation_12092017_DRAFT.pdf (773.6k)

Greg,

Please see below, I will call shortly to discuss options and possible next steps. Through NMPED's counsel's office, NMPED continues to direct that the investigative authority is Carlsbad's.

-Geno

From: Geno Zamora
Sent: Tuesday, January 09, 2018 2:10 PM
To: 'fernando.palomares@state.nm.us' <fernando.palomares@state.nm.us>
Cc: 'Mastalir, Dawn, PED' <DawnE.Mastalir@state.nm.us>; 'aaron.rodriquez2@state.nm.us' <aaron.rodriquez2@state.nm.us>
Subject: Carlsbad - PCA investigation follow up

Fernando,

Thank you for the phone conversation today. As we discussed and as I understand from our conversation, it remains the position of NMPED that Carlsbad Municipal Schools, in its role as chartering authority, must first conduct an investigation into the allegations/complaints raised regarding testing irregularities at Pecos Connections Academy. I respect NMPED's conclusion and will inform CMS. However, such an investigation by CMS can be very resource intensive and costly for a small district to perform. As also discussed, we may need to re-visit the issue if PCA refuses participation in CMS' investigation.

I am attaching two reports that raise issues applicable to PCA (procurement, enrollment, litigation, etc.) and affect CMS' overall concern about PCA's actions and whether further investigation is needed by NMPED, the State Auditor, or the NMAG's Office. These reports are:

1. The initial draft of the LESC/LFC evaluation of virtual charter schools; and
2. The final report by LESC/LFC re virtual charter schools

Again, I appreciate our discussion. I also anticipate that we will continue to be in contact as CMS proceeds through the investigative process.

-Geno

ORTIZ & ZAMORA
Attorneys at Law, LLC

Geno Zamora, Esq.
2011 Botolph Road, Suite 200
Santa Fe, New Mexico 87505

page 1 of 2

(505) 986-2900 phone
(505) 986-2911 fax
geno@ortiz-zamora.com
www.ortiz-zamora.com

From: "Kristin Rountree" <Kristin.Rountree@CarlsbadSchools.net>
Sent Date: Sun, 25 Feb 2018 10:06:27 -0700 (MST)
Subject: Fw: College course
To: "melanie_rountree@hotmail.com" <melanie_rountree@hotmail.com>

Attachments: Karli Click EDAD 560 A2.docx (31.28k)

From: Karli Click
Sent: Sunday, February 25, 2018 9:47 AM
To: Kristin Rountree
Subject: Re: College course

Here is what I have done so far.

From: Kristin Rountree
Sent: Thursday, February 22, 2018 8:58 AM
To: Karli Click
Subject: RE: College course

Oh that's a good question. I bet we have to have it by the beginning of the school year. But I can ask Kelly to be sure

From: Karli Click
Sent: Thursday, February 22, 2018 8:57 AM
To: Kristin Rountree <Kristin.Rountree@CarlsbadSchools.net>
Subject: RE: College course

You're welcome. So on another note - for that 2018-2019 school year paper we got from Kelly Yates, what are checking? Are you going to check Master's Degree and add a note that you will get it in December? I don't know what to do and you always know what to do haha.

From: Kristin Rountree
Sent: Thursday, February 22, 2018 8:54 AM
To: Karli Click <Karli.Click@CarlsbadSchools.net>
Subject: RE: College course

Thank you! I haven't even looked at the assignment lol

From: Karli Click
Sent: Thursday, February 22, 2018 8:53 AM
To: Kristin Rountree <Kristin.Rountree@CarlsbadSchools.net>
Subject: FW: College course

For Assignment 2 in EDAD 560.

From: Allison Hervol
Sent: Thursday, February 22, 2018 8:11 AM
To: Karli Click <Karli.Click@CarlsbadSchools.net>
Subject: RE: College course

Yes, at the board meeting they always allow people to bring concerns/suggestions. They have to sign up at the beginning and then have 2 minutes to address the board. I'm assuming that is what they mean by open forum. J

From: Karli Click
Sent: Wednesday, February 21, 2018 7:04 PM
To: Allison Hervol <Allison.Hervol@CarlsbadSchools.net>
Subject: College course

Good evening! For one of my college assignments, I am required to ask you this:
Does our district policy or our school have an "open forum"?
Thank you!

Sent from my iPhone

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Wed, 24 Jan 2018 10:36:36 -0700 (MST)
Subject: FW: Desert Willow Elementary
To: "Darlene Shelton" <Darlene.Shelton@CarlsbadSchools.net>

Attachments:CARLSBAD DESERT WILLOW ABDO GO BOND JAN 18 part 1.xlsm (8.63 MB)

Ok trying to see if I can be smarter than computer.. I have sent this 3 times and it bounces back ..says it is too large.. will send you 2 parts.. read below also

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Wednesday, January 24, 2018 11:02 AM
To: 'Darlene Shelton' <Darlene.Shelton@CarlsbadSchools.net>
Subject: RE: Desert Willow Elementary

THANK YOU..

2 things

Do you want 2 copies of Carlos and Carmen???

And can you find \$15 more to get to \$3000 for 50 free books or fire HD 10 with Alex Hands free

I will see you in the morning.. I will put this in alphabet order when this is final.

From: Darlene Shelton [<mailto:Darlene.Shelton@CarlsbadSchools.net>]
Sent: Wednesday, January 24, 2018 10:18 AM
To: Coye Duncan <abookworm@suddenlink.net>
Subject: RE: Desert Willow Elementary

Yes, it is the ABDO website. Username is DarleneShelton password is mediacenter

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Tuesday, January 23, 2018 5:23 PM
To: Darlene Shelton <Darlene.Shelton@CarlsbadSchools.net>
Subject: RE: Desert Willow Elementary

I can but I need to know your username and pw for Abdo..this is on Abdo correct

From: Darlene Shelton [<mailto:Darlene.Shelton@CarlsbadSchools.net>]
Sent: Tuesday, January 23, 2018 4:26 PM
To: Coye Duncan <abookworm@suddenlink.net>
Subject: Desert Willow Elementary

Hi Coye,

We finally got our GOBond funding. I have about \$3000.00 sitting in my ABDO account. Can you access that? If so, can you fix the order for me and send it to me? I need it in abc order by title,

page 1 of 2

ISBN, Company order number. Let me know if you can or can not do this.

Thanks,

Darlene Shelton

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Fri, 26 Jan 2018 14:28:01 -0700 (MST)
Subject: FW: ENSLOW
To: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>

Attachments:CARLSBAD MONTERRERY ENSLOW JAN 18.xlsm (1,006.21k)

ENSLOW

From: Coye Duncan [mailto:abookworm@suddenlink.net]
Sent: Friday, January 26, 2018 2:43 PM
To: 'Juhree Cope' <Juhree.Cope@CarlsbadSchools.net>
Subject: ENSLOW AND ABDO

From: Juhree Cope [mailto:Juhree.Cope@CarlsbadSchools.net]
Sent: Thursday, January 25, 2018 10:08 AM
To: Coye DUNCAN <abookworm@suddenlink.net>
Subject: Go Bond quotes

Good morning,

Here is the list that I need official quotes for. I have included a sub list also.

Cathey is requesting that the quotes list the books in **alphabetical order by title with the ISBN number. And your company order number.**

There is not a big rush. The orders are due to her by **Feb. 23** and we have to receive them by **April 6**.

My total budget is **\$2636**.

Thanks,

Juhree

From: "LaVern Shan" <LaVern.Shan@CarlsbadSchools.net>
Sent Date: Sat, 24 Feb 2018 11:45:18 -0700 (MST)
Subject: FW: Follow up for Summer School Training
To: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>

Attachments:image001.jpg (4.79k) TN Common Core Standards, Vocabulary, ELDA scores Math updated.xls (5.31 MB) Evaluation Sheet.xlsx (53.83k)

Dr. Rodríguez and Ms. Barta,

Yesterday at the migrant meeting (Jessica) presented some fabulous ideas on how to implement hands-on fun/innovative curriculum for summer programs. This is definitely an idea of what we could do with the summer city funds for enrichment for students. This would move us away from some of the past practices. Wanted to share. I think we could make this summer an incredible learning opportunity for students. The greater goal could be learning for staff on what engaged hands-on learning looks like. Not sure if the stop motion piece was included. We have the tools for doing this project already in our district. (It has potential to change thoughts on writing/technology.) This would be non-threatening and a change in mind set and practice.

LaVern

From: Jessica Castaneda [mailto:sparkedinnovations@gmail.com]
Sent: Friday, February 23, 2018 4:06 PM
To: obidilia.apodeca@demingps.org; millerja@dexterdemons.org; LaVern Shan <LaVern.Shan@CarlsbadSchools.net>
Subject: Follow up for Summer School Training

What a pleasure to meet with all of you. I really hope you feel a lot more comfortable with summer instruction for migrant students. You all are a wonderful group to work with and I really enjoyed working with you today. Should you have questions in the future, feel free to reach out.

Attached is the evaluation sheet, and the common core spreadsheet.

Here is the Spark Innovations website <http://www.sparkedinnovations.net/>
Here are the instructional units: <http://www.sparkedinnovations.net/LPLessonPlan.html>

Here is the EXITO program for students of pre-K students. I forgot to mention this one today but we did bring it up yesterday with Marty. <http://www.sparkedinnovations.net/Prek.html>

Here is a link to the presentation videos and other content covered: <http://www.sparkedinnovations.net/NMTraining.html>

Here is a link to the Heart and Soul Curriculum- <http://www.sparkedinnovations.net/LP%20Heart%20and%20Soles.html>
That was for the duck-tape shoes

Here is Scream Machines- Rollercoasters unit: <http://www.sparkedinnovations.net/LP%20Scream%20Machines.html>
Here is the Gum Shoe- Detective Unit: <http://www.sparkedinnovations.net/LPDetectives.html>

And finally the Robot unit: <http://www.sparkedinnovations.net/LP%20Robots.html>

page 1 of 2

Thanks again for all of your time today. Safe Travels!

Jessica Castaneda

Educational Consultant

www.sparkedinnovations.net

office:931-668-4129



From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Wed, 24 Jan 2018 09:17:23 -0700 (MST)
Subject: FW: GO BOND order for ABDO
To: "Linda Schinnerer" <Linda.schinnerer@CarlsbadSchools.net>

Attachments:CARLSBAD ECEC ABDO FALL 2017 FOR GO BOND.xlsm (4.89 MB)

This did not go through ..too large this is Abdo in alphabet order

From: Coye Duncan [mailto:abookworm@suddenlink.net]
Sent: Wednesday, January 24, 2018 10:05 AM
To: 'Linda Schinnerer' <Linda.schinnerer@CarlsbadSchools.net>
Subject: RE: GO BOND order for ABDO

Linda
This is Abdo
I have attached Abdo with series together so you can see what you are getting and in alphabet order
You have 25 free
If you need changes just let me know..will see you Thursday morning
Coye

From: Linda Schinnerer [mailto:Linda.schinnerer@CarlsbadSchools.net]
Sent: Wednesday, January 24, 2018 9:23 AM
To: 'Coye Duncan' <abookworm@suddenlink.net>
Subject: RE: GO BOND order for Children's Plus

That looks like the ones. Thank you for your help as always.

Linda

From: Coye Duncan [mailto:abookworm@suddenlink.net]
Sent: Tuesday, January 23, 2018 9:09 PM
To: Linda Schinnerer <Linda.schinnerer@CarlsbadSchools.net>
Subject: FW: GO BOND order for Children's Plus

Is this the order we are talking about?? Think this is it..C you had a big list and I took out the Abdo to give you some free.. I have not taken books off yet but can when I know this is the correct list..

I will see you Thursday..
Coye

From: Coye Duncan [mailto:abookworm@suddenlink.net]
Sent: Monday, October 23, 2017 10:21 PM
To: 'Linda Schinnerer' <Linda.schinnerer@carlsbad.k12.nm.us>
Cc: 'Lorie Mitchell' <Lorie.Mitchell@carlsbad.k12.nm.us>

page 1 of 2

Subject: RE: GO BOND order for Children's Plus

Linda

Let's do it this way.. same books but saves you a bunch with free books from Abdo,

From: Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]

Sent: Monday, October 23, 2017 1:39 PM

To: 'Coye Duncan' <abookworm@suddenlink.net>

Cc: Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>

Subject: RE: GO BOND order for Children's Plus

Yes, that is fine with me. I don't know my exact amount yet, but had some time and was trying to get a list together. I know several are from ABDO so I kind of wondered about that. You can change it up however you want to.

Thanks

Linda

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]

Sent: Monday, October 23, 2017 12:03 PM

To: Linda Schinnerer <Linda.schinnerer@carlsbad.k12.nm.us>; Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>

Subject: RE: GO BOND order for Children's Plus

Linda/Lorie

Would you let me look at this before you submit this . I want to see if you have enough of my publishers on here that I could get you free books.

From: Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]

Sent: Monday, October 23, 2017 11:21 AM

To: Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>

Cc: 'Coye Duncan' <abookworm@suddenlink.net>

Subject: GO BOND order for Children's Plus

Ok ladies, here is hoping I did the information correct. Coye, I posted my specifications on the ChildrensPlusInc. Website, let me know if they can go from there.

Linda

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Tue, 23 Jan 2018 21:09:08 -0700 (MST)
Subject: FW: GO BOND order for Children's Plus
To: "Linda Schinnerer" <Linda.schinnerer@carlsbad.k12.nm.us>

Attachments:CARLSBAD ECEC CPI FALL 2017.xls (62.95k) CARLSBAD ECEC ABDO FALL 2017.xlsm (6.02 MB) CARLSBAD ECEC FALL 2017 TOTALS.xlsx (11.3k)

Is this the order we are talking about?? Think this is it..C you had a big list and I took out the Abdo to give you some free.. I have not taken books off yet but can when I know this is the correct list..

I will see you Thursday..

Coye

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Monday, October 23, 2017 10:21 PM
To: 'Linda Schinnerer' <Linda.schinnerer@carlsbad.k12.nm.us>
Cc: 'Lorie Mitchell' <Lorie.Mitchell@carlsbad.k12.nm.us>
Subject: RE: GO BOND order for Children's Plus

Linda

Let's do it this way.. same books but saves you a bunch with free books from Abdo,

From: Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]
Sent: Monday, October 23, 2017 1:39 PM
To: 'Coye Duncan' <abookworm@suddenlink.net>
Cc: Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>
Subject: RE: GO BOND order for Children's Plus

Yes, that is fine with me. I don't know my exact amount yet, but had some time and was trying to get a list together. I know several are from ABDO so I kind of wondered about that. You can change it up however you want to.

Thanks

Linda

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Monday, October 23, 2017 12:03 PM
To: Linda Schinnerer <Linda.schinnerer@carlsbad.k12.nm.us>; Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>
Subject: RE: GO BOND order for Children's Plus

Linda/Lorie

Would you let me look at this before you submit this . I want to see if you have enough of my publishers on here that I could get you free books.

From: Linda Schinnerer [<mailto:Linda.schinnerer@carlsbad.k12.nm.us>]

page 1 of 2

Sent: Monday, October 23, 2017 11:21 AM
To: Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>
Cc: 'Coye Duncan' <abookworm@suddenlink.net>
Subject: GO BOND order for Children's Plus

Ok ladies, here is hoping I did the information correct. Coye, I posted my specifications on the ChildrensPlusInc. Website, let me know if they can go from there.

Linda

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>
Sent Date: Tue, 27 Feb 2018 12:28:02 -0700 (MST)
Subject: FW: go bonds...
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments: CMS Libraries Purchase Order Request - ABDOsp18.xlsx (18.99k) ABDO FEB 18 (003).xlsm (9.1 MB)

From: Julie Klein
Sent: Tuesday, February 27, 2018 11:59 AM
To: Lorie Mitchell <Lorie.Mitchell@CarlsbadSchools.net>
Subject: go bonds...

Good afternoon Lorie,

I sent the Capstone Go Bond into Cathy. You do have the ABDO one also right? Here it is again in case. I still can't get editing to let me put the x in front of Go Bond. I did put the total in at the top and didn't see it at the final cost. Only this one left. Thanks.

Julie

Julie Klein
Sunset Elementary Library
julie.klein@carlsbad.k12.nm.us

From: "Dana Bradley" <Dana.Bradley@CarlsbadSchools.net>
Sent Date: Fri, 2 Mar 2018 07:18:23 -0700 (MST)
Subject: FW: legal paper
To: "Gary Bradley" <Gary.Bradley@CarlsbadSchools.net>

Attachments:Legal Issues of Social Media and Student Athletes.docx (29.88k)

Gary,

I didn't open the attachment. Check it out and see what you think.

From: Danelle Morrill
Sent: Thursday, March 01, 2018 11:53 PM
To: Dana Bradley; Gary Bradley
Subject: legal paper

Hello,

I have attached what I have done so far. I still need to double check my in-text APA citations and create my end page references. He said it needed to be no shorter and no longer than five pages. If you think it needs to go a little longer on that 5th page just let me know. I just thought I would send you what I have done so far so you can look over it and let me know if you need any changes made.

Thanks,
Danelle

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>
Sent Date: Tue, 23 Jan 2018 15:48:15 -0700 (MST)
Subject: FW: quote
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:CARLSBAD SUNSET ABDO FALL 2017.xlsm (6.63 MB)

From: Julie Klein
Sent: Tuesday, December 05, 2017 8:51 AM
To: Lorie Mitchell <Lorie.Mitchell@carlsbad.k12.nm.us>
Subject: FW: quote

Lorie,

I like the changes that Coye had made (must have misread the book, swore they were AR books). The second sheet lists her quote that totals \$1400.45.

Julie

From: Coye Duncan [<mailto:abookworm@suddenlink.net>]
Sent: Monday, December 04, 2017 8:33 PM
To: Julie Klein <Julie.Klein@carlsbad.k12.nm.us>
Subject: RE: quote

JULIE THANK YOU

If you don't like what I did then just let me know..I took the books off that were not AR and will not be AR.. if you need changes just let me know

Thanks

Coye

From: Julie Klein [<mailto:Julie.Klein@carlsbad.k12.nm.us>]
Sent: Monday, December 4, 2017 4:59 PM
To: 'Coye Duncan' <abookworm@suddenlink.net>
Subject: quote

Dear Coye,

I am getting our list ready to order. Would you please send it back to me with all your proper listings in PDF format to send In? I would so greatly appreciate it! Thank you and have a fantastic day-

Title	ATOS Level	Page	Price
Scientists at Work	2.9-3.5	68	107.70

page 1 of 2

<i>This or That Weather</i>	1.9-2.4	87	107.70
<i>Our Renewable Earth</i>	2.1-2.6	96	113.70
<i>Inside Your Body</i>	K-4 pending	121	107.70
<i>Creepy Creatures</i>	4.1-4.4	151	159.60
<i>First Ladies</i>	PreK-2 pending	243	113.70
<i>Native American Leaders</i>	PreK-2 Pending	247	113.70
<i>Libby Wimbley</i>	PreK-3 Pending	285	75.80
<i>Farmyard Friends</i>	PreK-3 Pending	287	75.80
<i>Demon Slayer</i>	2.7-2.8	299	79.80
<i>Guardians of the Galaxy</i>	4-8	338	107.70
<i>Amazing Inventors & Innovators</i>	2.7-2.8	252	107.70
<i>Storm Cliff Stables</i>	3.2-3.6	286	79.80
<i>John Scieszka's Trucktown</i>	.6-1.1	18	107.70

\$1458.10

We cannot exceed 1400.45. If that can't be done with the order above, I would want the books from the *Demon Slayer* set eliminated until we hit that count. If there is trouble with any books not being available, substitutions would include any from the the *I Like Animals* set.

If you have any questions, please just call or email me at Sunset. Thanks so much!

Julie Klein
Sunset Elementary Library
julie.klein@carlsbad.k12.nm.us

From: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>
Sent Date: Thu, 1 Mar 2018 18:16:09 -0700 (MST)
Subject: Fwd:
To: "shinningdiamonds5@yahoo.com" <shinningdiamonds5@yahoo.com>, "Diamond Morrill" <Diamond.Morrill@CarlsbadSchools.net>

Attachments:ATT00001.htm (228 bytes) Legal Issues of Social Media and Student Athletes.docx (25.41k)

From: "NMSBA - Arlan Ponder" <arlan.nmsba@gmail.com>
Sent Date: Sun, 4 Feb 2018 23:18:07 -0700 (MST)
Subject: Fwd: Advocacy Information
To: <jguillen@nmsba.org>, <nmsp10-8@hotmail.com>, <ocalabaza@bps.k12.nm.us>, <socorrocurves@gmail.com>, <ron.singleton@carlsbad.k12.nm.us>

Attachments:cmf-citizen-centric-advocacy.pdf (1.76 MB)

Sent from my iPad

From: "Christopher Pash" <cpash@fms.k12.nm.us>
Sent Date: Mon, 5 Mar 2018 10:49:18 -0700 (MST)
Subject: Fwd: FW: [state-execs] AASA Student Protests

<aarchuleta@cimarronschools.org>, <acasados@chamaschools.org>, <adprokta@aztec.k12.nm.us>, <carrillo@cobre.k12.nm.us>, <colleen.tagle@aps4kids.org>, <denise.ruttle@demingps.org>, <dhernandez@bsin.k12.nm.us>, <esther.romero@k12espanola.org>, <ghays@doraschools.com>, <HR@dexterdemons.org>, <jamie.sheppard@capitantigers.org>, <jrnull@bulldogs.org>, <katherine.wingo@claytonschools.us>, <kellv@centralschools.org>, <kerry.parker@clovis-schools.org>, <kmclean@eunice.org>, <leaton@dulceschools.com>, <mandy.carpenter@clovis-schools.org>, <mcasaus@cuba.k12.nm.us>, <mchandlerdms@bacavalley.com>, <michelle.korbakes@aps4kids.org>, <mobyne@animask12.net>, <patty.gutierrez@estancia.k12.nm.us>, <ricky.espinoza@carrizozogrizzlies.org>, <tabety@beleneagles.org>, <tdempsey@cmsbears.org>, <Therese.Rodriguez@carlsbad.k12.nm.us>, <todd.torgerson@aps.edu>, <tpargas@bps.k12.nm.us>, <tpompeo@animask12.net>, <travis.lightfoot@cpscardinals.org>, <wcriswell@elidaschools.net>, <bperry@jvps.org>, <candrews@bobcats.net>, <cordova_k@jmsd.k12.nm.us>, <dwayne.toivanen@gccs.k12.nm.us>, <esther.romero@k12espanola.org>, <greene@aps.edu>, <hawkinsw@hobbsschools.net>, <j.palmer@laschools.net>, <kmclean@eunice.org>, <ldowney@houseschools.net>, <lhale@hatchschools.net>, <luchavez@gisd.k12.nm.us>, <marvin.martin@hondoeagles.org>, <mary.prudencio@hondoeagles.org>, <mgarland@gradyschool.com>, <michael.grossman@la-panthers.org>, <mplummer@floydbroncos.com>, <nmoyer@stsumnerk12.com>, <patty.gutierrez@estancia.k12.nm.us>, <pcopeland@loganschool.net>, <rdonkers@gmcs.k12.nm.us>, <rosad@lmsed.org>, <sebarham@lcps.net>, <abl@pvs.k12.nm.us>, <asanchez@penasco.k12.nm.us>, <bbyrd@risd.k12.nm.us>, <bdelacruz@lovingtonschools.net>, <bgbaca@llschools.net>, <bmontoya@mora.k12.nm.us>, <Brillantel@ruidososchools.org>, <cindy.sims@mesd.us>, <dlackey@quemadoschools.org>, <dzamora@magdalena.k12.nm.us>, <Eking@springerschools.org>, <esther@taossschools.org>, <ftrujillo@pecos.k12.nm.us>, <ghaven@magdalena.k12.nm.us>, <karen.walton@ratonschools.com>, <kforrestar@maxwellp12.com>, <llucero@silverschools.org>, <lmcalister@portalesschools.com>, <pwhite-lambright@melroseschools.com>, <rhendrix@mpschoos.net>, <rperea@srlions.com>, <rudys@aps.edu>, <safresquez@sfps.k12.nm.us>, <sfluhman@royschools.org>, <spassell@rrps.net>, <swooten@sanjonschools.com>, <vtrujillo@questa.k12.nm.us>, <Blittle@tatumschools.org>, <brenda.vigil@tularosak12.us>, "Cody Diehl" <cdiehl@fms.k12.nm.us>, <cwhitner@texicoschools.com>, <dfmanzanares@dulceschools.com>, <diane.marrujo@tularosak12.us>, <e.newman@tucumcarischools.com>, <eowens@vaughn.k12.nm.us>, <hhopkins@torcschools.net>, <jmontana@bobcat.net>, <jprops@vaughn.k12.nm.us>, <kjames@magdalena.k12.nm.us>, <pmontoya@dulceschools.com>, <slee@gmcs.k12.nm.us>, <sandy.montoya@tularosak12.us>, <Sheryl.Martinez@wm.k12.nm.us>, <tammie.gerrard@zpsd.org>, <veronica_ulibarri@wlvs.k12.nm.us>

Attachments: Attach0.html (56 bytes) 91715_120555_3.jpg (9.23k) Student Protests Advisory.pdf (35.64k) Attach0.html (4.7k)

Colleagues:

FYI

Best Regards:
Stan

Stan Rounds

Stan Rounds
Executive Director
New Mexico Coalition of Educational Leaders and
New Mexico School Superintendents Association
6600 Palomas, NE
Albuquerque, NM 87109

Cell: 575-915-7868
Office: 505-217-2345
stan@nmcel.org
www.nmcel.org

From: CJ Reid [mailto:creid@aasa.org]
Sent: Monday, March 5, 2018 9:43 AM
To: Stan Rounds <stan@nmcel.org>
Subject: [state-execs] AASA Student Protests

Good morning ... attached is an advisory from Hogan Lovells - Student Activism after Parkland - Some First Amendment considerations for school district leaders.

This information and more, can also be found on the AASA website:

<http://www.aasa.org/policy-blogs.aspx?id=42161&blogid=84002>

Please let us know if you have any questions. C J

From: "Therese Rodriguez" <Therese.Rodriguez@CarlsbadSchools.net>
Sent Date: Tue, 27 Mar 2018 18:03:40 -0600 (MDT)
Subject: Fwd: HR Meeting 3/27/2018
To: "Kelly Yates" <Kelly.Yates@CarlsbadSchools.net>, "Jesse Fuentes" <Jesse.Fuentes@CarlsbadSchools.net>, "Justin Gossett" <Justin.Gossett@CarlsbadSchools.net>

Attachments:ATT00003.htm (228 bytes) Professional Licensure Bureau Quick Guide 02-19-2018.docx (506.53k) ATT00002.htm (294 bytes) HR Meeting 3-26-2018.pptx (666.44k) ATT00001.htm (294 bytes) NMPED INVESTIGATIONS.PPTX (1.1 MB)

From: "Society for Human Resource Management" <DoNotReply@ConnectedCommunity.org>
Sent Date: Sat, 3 Feb 2018 10:30:58 -0700 (MST)
Subject: General HR Digest for Saturday February 3, 2018
To: <therese.rodriquez@carlsbad.k12.nm.us>



General HR

[Post New Message](#)

Feb 2, 2018

[doctors note](#) started 12 minutes ago, [Anonymous](#) (0 replies)

- 1. [An employee submitted a doctors note saying...](#) Anonymous

[FMLA/STD and PTO](#) started an hour ago, [Kristen Fuhrer](#) (1 reply)

- 2. [I'm one month into my new role as HR Director is...](#) Kristen Fuhrer
- 3. [Congratulations on your new position! I...](#) Anonymous

[New Employer asking about Old Employee](#) started 19 hours ago, [Anonymous](#) (2 replies)

- 4. [I am very hesitant when Employers call me...](#) Anonymous
- 5. [This is a reference check. I disclose...](#) Anonymous
- 6. [You do not have to give that information. The...](#) Lisa Marowitz

[Employee Files](#) started 20 hours ago, [Veronica Rivera](#) (0 replies)

- 7. [Am starting a HR department for a company](#) Veronica Rivera

[ACA benefit look backs](#) started 20 hours ago, [Anonymous](#) (0 replies)

- 8. [Right now we are having some issues...](#) Anonymous

[Demotion/Pay Cut](#) started 21 hours ago, [Anonymous](#) (1 reply)

- 9. [Can I lower an employees hourly rate due...](#) Anonymous
- 10. [Yes, you can. However, you must advise the...](#) Anonymous

[Scheduling and approving time off request](#) started 21 hours ago, [Pamela Creager](#) (3 replies)



-
11. [I'd like to know who is responsible for...](#) Pamela Creager
12. [Employee requests time off from Supervisor](#) Anonymous
13. [Same as Witch. c. copperpot](#) Anonymous
14. [Managers are responsible for approving time off...](#) Kathleen Ross

started 21 hours ago, [Anonymous](#) (1 reply)

[wording on term'd employees and commissions](#)

15. [All, trying to come up with wording to...](#) Anonymous
16. [Commissions are earned at the end of the...](#) Anonymous

started 21 hours ago, [Anonymous](#) (7 replies)

[Employee cancelled benefits on wife during open enrollment](#)

17. [I think I am handling this correctly, I...](#) Anonymous
18. [You're correct that if she loses coverage...](#) Anonymous
19. [I don't think she's eligible for COBRA since...](#) Jan Savoie
20. [Thank you C. Copperpot. I planned on only...](#) Anonymous
21. [Not exactly. 'When an employee makes a...](#) Ivette Dupuis
22. [I always ask for proof of coverage or...](#) Anonymous
23. [At Open Enrollment you have to let...](#) Anonymous
24. [When was Open Enrollment at the other...](#) Anonymous

started 21 hours ago, [Anonymous](#) (8 replies)

[Recent Hire Broke Arm - help!](#)

25. [I'm not sure what to do - we have a new...](#) Anonymous
26. [What type of job is it? I'd start the...](#) Anonymous
27. [Well, if he is not benefits eligible yet...](#) Anonymous
28. [This person is an electrician so I'm not...](#) Anonymous
29. [Would a broke bone be covered under ADA as...](#) Anonymous
30. [It could be.](#) Anonymous
31. [If he just left another position, there's a...](#) Anonymous
32. [Agree with poster 5. There may be some...](#) Anonymous
33. [I'd caution you to not cut off your nose to...](#) Anonymous

started 21 hours ago, [Anonymous](#) (7 replies)

[Asking vs. Accusing](#)

34. [Yesterday I lost my cool when my boss...](#) Anonymous
35. [Please don't take offense to this but I...](#) Anonymous
36. [Kinda more about 'that's the way we've always...](#) Ivette Dupuis
37. [Exactly, not old-timers in age, old-timers...](#) Anonymous
38. [Op here, the biggest part about...](#) Anonymous
39. [No offense taken on my end. Just giving you...](#) Anonymous
40. [Ok - thanks for the follow up post OP - now...](#) Anonymous
41. [Do I understand correctly that you are...](#) Mary Dillman

started 21 hours ago, [Anonymous](#) (2 replies)

401 (k) Match [↗](#)

- 42. [After several years of no employer match we...](#) Anonymous
- 43. [Yes, we match. Employees are eligible as...](#) Anonymous
- 44. [Our match is discretionary, determined at the...](#) Kathleen Ross

started 21 hours ago, [Anonymous](#) (7 replies)

Re-Location Woes [↗](#)

- 45. [Presently I am in Virginia. I am trying to...](#) Anonymous
- 46. [I suggest just taking address off all...](#) Anonymous
- 47. [OP- I have thought to do that, but there...](#) Anonymous
- 48. [If you have connections in the area \(your...](#) Anonymous
- 49. [Thanks, I actually have thought about...](#) Anonymous
- 50. [I'm in the Spokane, WA-Coeur d'Alene, ID area &...](#) Debbie Alderson
- 51. [Does your resume show any connection to the...](#) Anonymous
- 52. [When I receive an out-of-area resume the...](#) Anonymous

started 21 hours ago, [Anonymous](#) (2 replies)

Breaks [↗](#)

- 53. [Hello, Our company does not allow for...](#) Anonymous
- 54. [Short breaks need to be paid under FLSA. ...](#) Anonymous
- 55. [Yes, you need to pay those breaks.](#) Anonymous

started 22 hours ago, [Anonymous](#) (3 replies)

How to accommodate remote undisclosed employees in EEO-1 report [↗](#)

- 56. [We have a few employees who have not self...](#) Anonymous
- 57. [How many employees? Did they choose to not...](#) Anonymous
- 58. [We send out a voluntary request to...](#) Anonymous
- 59. [OP - We have about 5 undisclosed employees...](#) Anonymous

started 22 hours ago, [Patricia Licari](#) (1 reply)

Anger Management Training Needed [↗](#)

- 60. [Can anyone recommend an anger management...](#) Patricia Licari
- 61. [A written warning and a referral to your EAP.](#) Anonymous

started 22 hours ago, [Anonymous](#) (1 reply)

Do you need signed offer for a transfer/demotion? [↗](#)

- 62. [We have an employee who we don't have a...](#) Anonymous
- 63. [No you do not.](#) Anonymous

started 22 hours ago, [Randall Ritchie](#) (1 reply)

Internet Search/Social Media Policy [↗](#)

- 64. [Does anyone have a written policy for doing...](#) Randall Ritchie
- 65. [Why are you making a policy saying that you...](#) Anonymous

started 22 hours ago, [Anonymous](#) (3 replies)

Career Advice Needed [↗](#)

66. [I could really use some advice from the...](#) Anonymous
67. [If you do not feel happy and don't like...](#) Anonymous
68. [From what you've said it sounds like you'd...](#) Anonymous
69. [I was you a couple of years ago. It is...](#) Anonymous

started 22 hours ago, [Anonymous](#) (0 replies)

[Annual MVR's](#)

70. [For those that have company cars for some...](#) Anonymous

started 22 hours ago, [Lydia Austin](#) (0 replies)

[Developing an Workplace Harassment Policy Fit for Your Organization](#)

71. [Hello SHRM Members, A colleague has asked that...](#) Lydia Austin

started 22 hours ago, [Anonymous](#) (13 replies)

[Off day after Super Bowl?](#)

72. [Is any one closing or giving their...](#) Anonymous
73. [I think it's ridiculous to close. We do...](#) Anonymous
74. [I think if you are in the New England...](#) Anonymous
75. [No, seriously? If an employee needs to take...](#) Anonymous
76. [I have a lot of thoughts on this particular...](#) Anonymous
77. [SERIOUSLY? We are based in global based...](#) Anonymous
78. [I agree. My guess is your manager is the...](#) Anonymous
79. [Bad idea to close on the Monday after \(oh...](#) Anonymous
80. [No, we would not close for the Super Bowl. ...](#) Anonymous
81. [Wow, that would be cool if a company could...](#) Anonymous
82. [On year, we had an employee show up...](#) Anonymous
83. [I](#) Anonymous
84. [Only recently did Minnesota law change to...](#) Anonymous
85. [Indiana still doesn't sell alcohol on...](#) Anonymous

started 22 hours ago, [Haley Mitchem](#) (0 replies)

[Employee Veteran Resource Group](#)

86. [Does anyone have any experience with...](#) Haley Mitchem

started 23 hours ago, [Anonymous](#) (6 replies)

[his/her](#)

87. [The language in our handbook reads 'his/her...](#) Anonymous
88. ["Their" has become generally accepted as a...](#) Anonymous
89. [While some gender non-conforming people...](#) Anonymous
90. [Agree with "employee and the employee's". You...](#) Richard Burns
91. [I wouldn't go out of my way to update it...](#) Anonymous
92. [As someone who identifies as non-binary...](#) Anonymous
93. [I've always preferred "their". The "his or...](#) Anonymous

started 23 hours ago, [Anonymous](#) (3 replies)

[No Participation - Employee Spotlight](#)

94. [Our employee survey said that people wanted...](#) Anonymous
95. [I don't agree with your conclusion. The...](#) Anonymous
96. [What type of communication do employees...](#) Anonymous
97. [Ditto the advice of the other posters. It's not...](#) Mary Dillman

started 23 hours ago, [Chris Mikhail](#) (2 replies)

[Employee personnel records](#) [↗](#)

98. [@ChrisMikhail: Everyone! Do we need to provide...](#) Chris Mikhail
99. [What do you mean by "background information..."](#) Anonymous
100. [@ChrisMikhail: It's the background checks we run on our...](#) Chris Mikhail

started 23 hours ago, [Anonymous](#) (4 replies)

[Performance Reviews and FMLA Protection](#) [↗](#)

101. [The owners of my company want to give an...](#) Anonymous
102. [What does "a 3" mean in your company's...](#) Anonymous
103. [Sorry! I meant to explain that. We rate on...](#) Anonymous
104. [How many unplanned absences that are not...](#) Anonymous
105. [You are not allowed to consider FMLA...](#) Anonymous

started 23 hours ago, [Sheri Homann](#) (1 reply)

[Switching from 24 paychecks to 26](#) [↗](#)

106. [Has anyone switched from 24 paychecks per year...](#) Sheri Homann
107. [Here's a good link. c. copperpot](#) Anonymous

started 23 hours ago, [Anonymous](#) (1 reply)

[Intermittent FMLA request](#) [↗](#)

108. [We are a non-smoking campus. We have an...](#) Anonymous
109. [I'd likely start with ADA on this one. In...](#) Anonymous

started 23 hours ago, [Lisa Sonne](#) (5 replies)

[This is a first....](#) [↗](#)

110. [While going through resumes I received for one...](#) Lisa Sonne
111. [Hire them!](#) Anonymous
112. [LOL, if they had send it to a Sales or Marketing...](#) Lisa Sonne
113. [I think it's stupid. They wasted your...](#) Anonymous
114. [I tend to agree, and it did annoy me a little](#) Lisa Sonne
115. [What recruiter actually has decision making...](#) Anonymous

started 23 hours ago, [Beth Callori](#) (5 replies)

[Payroll and HR's responsibility](#) [↗](#)

116. [Question: This question is for HR people who...](#) Beth Callori
117. [I work for a small company, so I do it all](#) Anonymous
118. [Let me add that this is a mid sized company and...](#) Beth Callori
119. [Payroll professional of 16+ years who added...](#) Anonymous
120. [I am in charge of review punches, adding...](#) Anonymous
121. [I handle all the inputs. Payroll reviews,...](#) Anonymous

started yesterday, [Iqra Aslam](#) (3 replies)

Collecting Education Information [↗](#)

- 122. [Why do you require education information?...](#) Anonymous
- 123. [If you need training information because of an...](#) Jan Savoie
- 124. [We are a manufacturing company. I work for...](#) Iqra Aslam

started yesterday, [Anonymous](#) (4 replies)

Harassment Investigation [↗](#)

- 125. [If your boss is 100% correct -- Among my...](#) Anonymous
- 126. [I would agree with the other posters for the...](#) Betty Mullen

started yesterday, [Anonymous](#) (1 reply)

Switching from accrual based PTO to unlimited PTO [↗](#)

- 127. [My company just did this recently- although we...](#) Vivian Twu

started yesterday, [Anonymous](#) (8 replies)

"HR Tip of the Week" emails for Managers - does anyone do anything like this? [↗](#)

- 128. [While in some settings it may work. I...](#) Anonymous
- 129. [Agree with the "no's". Maybe try a...](#) Anonymous
- 130. [I have found that the practice usually...](#) Anonymous
- 131. [I don't think managers read emails from HR...](#) Anonymous
- 132. [OP here - thanks. I agree with the...](#) Anonymous

started yesterday, [Anonymous](#) (1 reply)

HR Outsourcing [↗](#)

- 133. [Following](#) Anonymous

started yesterday, [Anonymous](#) (3 replies)

Ohio Minimum Wage [↗](#)

- 134. [If your organization's employees are all paid...](#) Elizabeth Grein
- 135. [If all of your employees make \\$8.30 or more...](#) Anonymous
- 136. [In addition to increasing everyone who is...](#) Anonymous

started yesterday, [Anonymous](#) (28 replies)

Interviewing [↗](#)

- 137. ["I am pretty sure that you cannot...](#) Anonymous
- 138. [Men changing their last names?! ...](#) Anonymous
- 139. [Asking an applicant about their current...](#) Anonymous
- 140. [I'm sorry, but this truly made me laugh](#) Anonymous
- 141. [Your payroll/IT person is a dope. to be blunt. ...](#) Roberta Weingarten
- 142. [Wow, I can't even believe this has gotten...](#) Anonymous
- 143. [I think a lot of us are reacting to the IT...](#) Anonymous
- 144. [In addition to what Moon Willow said, if...](#) Anonymous
- 145. [Title VII*** Ready for my afternoon...](#) Anonymous
- 146. [This is a generalization and not fair to IT...](#) Anonymous
- 147. [I found that comment amusing because people...](#) Anonymous

148. [Great that #24 has had amazing IT support ...](#) Anonymous
149. [What Moon Willow said. I once had a...](#) Ivette Dupuis
150. [What does this tech expect you to do? If...](#) Anonymous
151. [The back and forth about this not being...](#) Anonymous

started yesterday, [Rachell Relyea](#) (2 replies)

[Salary Reduction Agreement - Compliance](#)

152. [I may be misreading your question. If you are...](#) Max Ramirez
153. [No, if you are having them acknowledge it...](#) Anonymous

started yesterday, [Jodi Roesler](#) (3 replies)

[Sexual Harassment Training](#)

154. [Started in 2017 and plan on conducting either...](#) Michael Smith
155. [We do the training once a year.](#) Anonymous
156. [We show two videos to new hires in...](#) Anonymous

started yesterday, [Anonymous](#) (6 replies)

[Career Fair for 6th thru 8th graders](#)

157. [I've never been to a career fair for youth...](#) Anonymous
158. [As in promoting HR as a career. We are a...](#) Anonymous
159. [Since it's for promoting HR as a profession...](#) Anonymous
160. [I would try to have an activity/hands-on...](#) Brett Schager
161. [Bring something to give away and something...](#) Anonymous

started yesterday, [Anonymous](#) (4 replies)

[Looking for a broker](#)

162. [That is awesome! I'm in the process, too, of...](#) Tasha Nelson
163. [where is this section?](#) Anonymous
164. [brokerfinder.shrm.org/... <](#) Anonymous
165. [Thanks!](#) Anonymous

started yesterday, [Vojtech Velecky](#) (6 replies)

[H-1B Visa](#)

166. [Thank you for the info. I was not attempting to...](#) Vojtech Velecky

started yesterday, [Anonymous](#) (6 replies)

[\\$4000 plus positive balance in Dependent Care Employer obligations](#)

167. [Annual reminder to all ees. Yes, I would speak...](#) Michael Smith
168. [Send an email reminder to anyone who has a...](#) Kathleen Ross

started yesterday, [Jeremy Sanchez](#) (3 replies)

[Paid Parental Leave](#)

169. [You have to offer the same amount of leave...](#) Anonymous
170. ["For those who have such policies, do you...](#) Anonymous
171. [Agree with the previous poster. If you...](#) Anonymous

started yesterday, [Anonymous](#) (2 replies)

[Performance Goals - Reminder](#)

172. [I send out regular reminders to our...](#) Anonymous

173. [I think it's a great idea! Here's the...](#) Klyn Elsbury

started yesterday, [Anonymous](#) (12 replies)

[Hourly employee going to salary status](#)

174. [If you're assuming an average of 5 hours...](#) Anonymous

started yesterday, [Anonymous](#) (5 replies)

[Lack of Work Layoff- Indiana Company with Less than 40 employees](#)

175. [OP Update: After talking to our...](#) Anonymous

started yesterday, [Anonymous](#) (30 replies)

[New tax laws effecting take home pay](#)

176. [Our tax change in payroll has happened...](#) Anonymous

177. [Not everyone will see a tax cut though.](#) Anonymous

178. [They have until Feb 15th to implement the...](#) Stephanie Hines

179. [They're saying they might not release a new W-4](#) Stephanie Hines

180. [Wow - I am seeing big numbers here - I have an...](#) Robin Cooley

181. [Jealous of those who saw a big increase in...](#) Anonymous

182. [Say what?! Inquiring minds want to know...](#) Ivette Dupuis

183. [I just got divorced at the end of 2017 so I...](#) Anonymous

184. [I got a whole \\$20 & get paid weekly. I'll...](#) Anonymous

185. [I just sent a company wide e-mail and an article...](#) Jean Dixon

186. [Not everyone can afford an accountant. So...](#) Anonymous

187. [Our payroll company provided a sample...](#) Anonymous

188. [My take home pay went up about \\$100 per pay...](#) Anonymous

started yesterday, [Anonymous](#) (6 replies)

[Gossip/Drama/Rumors - Oh My!](#)

189. [Be cautious of addressing the gossip issue...](#) Anonymous

190. ["The employee stated that anything he said fell...](#) Betty Mullen

191. [I would agree to focus on the performance...](#) Richard Burns

started yesterday, [Anonymous](#) (3 replies)

[Payroll Question](#)

192. [We do payroll in house but we have the...](#) Anonymous

193. [We also use ADP. The only thing we verify...](#) Anonymous

194. [While HR and Payroll have always been "joined at...](#) Richard Burns

started yesterday, [Anonymous](#) (2 replies)

[Recommendations? Position elimination for well-liked employee](#)

195. [Something similar happened to me last year](#) Anonymous

started yesterday, [Anonymous](#) (21 replies)

[HR Newbie, Is this legal??](#)

196. [Your friend is an adult and clearly her...](#) Anonymous

197. [Gotcha. You know how often we see people crying...](#) Betty Mullen

started yesterday, [Catherine Grotegeers](#) (11 replies)

[FMLA for Birth of Baby Born Before One Year Anniversary](#) [↗](#)

- 198. [Please check your state laws. My state...](#) Anonymous
- 199. [Fast a caveat... the 1,200 hour standard is...](#) Albert Correa
- 200. [The law does not apply differently to...](#) Anonymous
- 201. [If an employee has not met the...](#) Anonymous
- 202. [My understanding is you do not need...](#) Anonymous

started 2 days ago, [Anonymous](#) (7 replies)

[File Under: Glad it Wasn't Me](#) [↗](#)

- 203. [Lol - my guess is that supervisor will...](#) Anonymous
- 204. [Just goes to show you can never be too...](#) Anonymous

started 2 days ago, [Anonymous](#) (4 replies)

[Hiring Process- bimonthly application/orientation events](#) [↗](#)

- 205. [Not that this helps you, but these issues...](#) Anonymous

started 2 days ago, [Anonymous](#) (11 replies)

[When the cat's away???](#) [↗](#)

- 206. [Daily or weekly standups are super...](#) Anonymous

started 2 days ago, [Anonymous](#) (5 replies)

[Job Growth](#) [↗](#)

- 207. [Congratulations on your almost Master's in HR!...](#) Sara Neu

started 2 days ago, [Marilu Quinn](#) (7 replies)

[Starting a Career in HR](#) [↗](#)

- 208. [You should be noticing by now that HR...](#) Anonymous

started 2 days ago, [Mendy Kelley](#) (4 replies)

[Bamboo HR Software](#) [↗](#)

- 209. [There are different features that you can opt...](#) Debra Spearing

started 2 days ago, [Wendy Lorenz](#) (2 replies)

[Employee Handbook Translated to Spanish](#) [↗](#)

- 210. [Thank you!!](#) Wendy Lorenz

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1. [doctors note](#)

[Reply to Group](#)



Feb 3, 2018 11:54 AM
Anonymous

An employee submitted a doctors note saying he needs to wear a hat for cosmetic purposes. Our dress code policy says no hat; exemptions will be made if medically necessary or as stated by law. Because the wording said for cosmetic purposes rather than medically necessary, he was told he couldn't wear a hat. So he brought another doctors note that says "it is medically necessary for [this employee] to wear a hat while at work". What difference does it make "while at work" if it is medically necessary he should have to wear one at home too. He told me that he "most of the time don't wear a hat when I'm at home or running around town".

His words contradict the "medically necessary" to wear a hat. I don't know if the doctor wrote a note just because the employee asked for it. It seems the employee is insecure of his head and absolutely wants to wear a hat for that reason. What is the solution?

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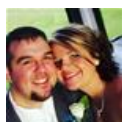
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2. [FMLA/STD and PTO](#)

[Reply to Group](#)

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Feb 3, 2018 10:16 AM

[Kristen Fuhrer](#)

I'm one month into my new role as HR Director is a department of one. I'm completely afraid of screwing something up so I want to get some feedback from my SHRM family on a couple of situations.

1. Do I file a STD claim when an employee goes out on FMLA? EE will have paid sick leave for at least the first couple of weeks of FMLA so I'm assuming the STD would pick up after, correct?
2. I have an employee who has been out on a workers comp injury which I'm counting as FMLA. When her 12 weeks is up, if she cannot return we will put her on extended leave under WC but we will no longer be required to carry her health insurance and could send COBRA information, correct?
3. I have an employee who has exhausted all FMLA due to cancer but has returned to work in the last month. She has notified me she may need a reduced work schedule. If she drops from 40 hours to 24 hours she would then be considered part-time and not qualify for health benefits...however under the ACA we will need to offer her single coverage benefits for 12 months and make it "affordable", correct?

I am in Pennsylvania and we have approximately 200 employees. All of the employees in these scenarios are also covered under a collective bargaining agreement.

Thanks for all the guidance!

Kristen Fuhrer SHRM-CP
HR Director
The Arc of Butler County
Butler PA

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3. [Re: FMLA/STD and PTO](#)

[Reply to Group](#)



Feb 3, 2018 10:24 AM

Anonymous

—
Congratulations on your new position! I want to first recommend some FMLA resources, which you can find in a search:

Employer's Guide to FMLA

DOL Fact Sheet [#28](#)

Regs at 29 CFR 825

Now some answers:

1. Do I file a STD claim when an employee goes out on FMLA? EE will have paid sick leave for at least the first couple of weeks of fmla so I'm assuming the std would pick up after, correct?

Keep wage replacement separate from FMLA job/benefit protection.. Even when unpaid, if time is lost and certified, you have to designate as FMLA. If the EE qualifies for STD, I would file the claim right away.

2. I have an employee who has been out on a workers comp injury which I'm counting as FMLA. When her 12 weeks is up, if she cannot return we will put her on extended leave under WC but we will no longer be required to carry her health insurance and could send cobra information, correct?

Correct. I would undergo the interactive process and work with the carrier to find a way to bring this employee back to work. That will go a long way in reducing claim costs.

3. I have an employee who has exhausted all FMLA due to cancer but has returned to work in the last month. She has notified me she may need a reduced work schedule. If she drops from 40 hours to 24 hours she would then be considered part-time and not qualify for health benefits...however under the ACA we will need to offer her single coverage benefits for 12 months and make it "affordable", correct?

Under the ACA you need to first look at your measurement periods (including her stability period). Also, her hours of service must include even unpaid sick hours. Click [here](#). For purposes of health coverage, she probably should be treated as full time.

Does your CBA address any of this? Who administers the health plan -you or the union?

Anonymonk

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Original Message:
Sent: 02-03-2018 10:16
From: Kristen Fuhrer
Subject: FMLA/STD and PTO

I'm one month into my new role as HR Director is a department of one. I'm completely afraid of screwing something up so I want to get some feedback from my SHRM family on a couple of situations.

1. Do I file a STD claim when an employee goes out on FMLA? EE will have paid sick leave for at least the first couple of weeks of fmla so I'm assuming the std would pick up after, correct?
2. I have an employee who has been out on a workers comp injury which I'm counting as FMLA. When her 12 weeks is up, if she cannot return we will put her on extended leave under WC but we will no longer be required to carry her health insurance and could send cobra information, correct?
3. I have an employee who has exhausted all FMLA due to cancer but has returned to work in the last month. She has notified me she may need a reduced work schedule. If she drops from 40 hours to 24 hours she would then be considered part-time and not qualify for health benefits...however under the ACA we will need to offer her single coverage benefits for 12 months and make it "affordable", correct?

i am in Pennsylvania and we have approximately 200 employees. All of the employees in these scenarios are also covered under a collective bargaining agreement.

Thanks for all the guidance!

Kristen Fuhrer SHRM-CP
HR Director
The Arc of Butler County
Butler PA

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4. [New Employer asking about Old Employee](#)

[Reply to Group](#)



Feb 2, 2018 4:14 PM

Anonymous

—
I am very hesitant when Employers call me in regards to an old employee. I just had an employer call me and he wanted to know 'how was so and so on performance?' or 'Would we say he was a good employee'?

This is an employee that left voluntarily, but I told the employer he should speak with his direct supervisor, since I have no insight to his performance or if we would hire him again. Some issues just

feels like walking on eggshells to make sure I'm not doing something wrong.

How does other HR handle these?

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5. [Re: New Employer asking about Old Employee](#)

[Reply to Group](#)



Feb 2, 2018 4:17 PM

Anonymous

—

This is a reference check.

I disclose documented truths. I have no fear of any allegations. I have no interest in passing bad apples around from company to company.

If your company is comfortable with how I do things, then by all means let the supervisor speak to the employee's performance.

Just be careful you don't have a spiteful supervisor who will exaggerate and bash the former employee.

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Original Message:

Sent: 02-02-2018 16:14

From: Anonymous

Subject: New Employer asking about Old Employee

—

I am very hesitant when Employers call me in regards to an old employee. I just had an employer call me and he wanted to know 'how was so and so on performance?' or 'Would we say he was a good employee'?

This is an employee that left voluntarily, but I told the employer he should speak with his direct supervisor, since I have no insight to his performance or if we would hire him again. Some issues just feels like walking on eggshells to make sure I'm not doing something wrong.

How does other HR handle these?

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6. [Re: New Employer asking about Old Employee](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 4:19 PM

[Lisa Marowitz](#)

â€¢ You do not have to give that information. The only information you need to give new employers is the dates of hire and title. Other than that HR does not have to give out information on performance. If the employers want that, the old employee can give personal email/phone number of their prior manager.

The only information I give out if dates and titles.

Lisa Marowitz
Human Resources
The Walters Group
Barnegat NJ

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Original Message:

Sent: 02-02-2018 16:14

From: Anonymous

Subject: New Employer asking about Old Employee

—

I am very hesitant when Employers call me in regards to an old employee. I just had an employer call me and he wanted to know 'how was so and so on performance?' or 'Would we say he was a good employee'?

This is an employee that left voluntarily, but I told the employer he should speak with his direct supervisor, since I have no insight to his performance or if we would hire him again. Some issues just feels like walking on eggshells to make sure I'm not doing something wrong.

How does other HR handle these?

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7. [Employee Files](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:39 PM

[Veronica Rivera](#)

Am starting a HR department for a company. Right now they have One employee for everything. can someone tell me how many different files a employee needs. Right now am putting together. One employee file which has all the basic info. another file for employee health benefit application and dental , vision. Then other for health related issues report workermen comp claims. then 2 different binders I have 1-9 in a binder and W4 in a different binder. Am I missing a file or something? Also Should I place child support withholding in personal employee file?

Veronica

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8. [ACA benefit look backs](#)

[Reply to Group](#)



Feb 2, 2018 3:32 PM

Anonymous

Right now we are having some issues getting our ACA compliance correct - we have chosen to do look backs for our employees every 3 months and place variable employees on benefits if they avg. over 30 hours during that look back or offer cobra if they avg. and fall below. I was told today by ADP we should have been keeping them ON benefits for the year until open enrollment and then offering them cobra. This does not sound right - anyone have any rules of thumb around this?

Thanks much
R

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9. [Demotion/Pay Cut](#)

[Reply to Group](#)



Feb 2, 2018 3:04 PM
Anonymous

—

Can I lower an employees hourly rate due to a demotion? Are there any legal ramifications?

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10. [Re: Demotion/Pay Cut](#)

[Reply to Group](#)



Feb 2, 2018 3:11 PM
Anonymous

—

Yes, you can. However, you must advise the employee of the change before you process it.

Curious: Why is the employee being demoted?

Here's a SHRM article: www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/...

c. copperpot

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Original Message:
Sent: 02-02-2018 15:03
From: Anonymous
Subject: Demotion/Pay Cut

—

Can I lower an employees hourly rate due to a demotion? Are there any legal ramifications?

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11. [Scheduling and approving time off request](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:01 PM

[Pamela Creager](#)

I'd like to know who is responsible for scheduling and approving time off requests:

Department Managers

Human Resources

Payroll Department

Thank you

Pamela
IL

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12. [Re: Scheduling and approving time off request](#)

[Reply to Group](#)

Feb 2, 2018 3:03 PM

Anonymous



—

Employee requests time off from Supervisor.

Supervisor approves or denies time off.

Employee enters time off on time sheet.

Supervisor approves time sheet.

A Department Manager or HR Rep may get involved when time off is denied or there are other extenuating circumstances.

-The HRWitch

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Original Message:

Sent: 02-02-2018 15:00

From: Pamela Creager

Subject: Scheduling and approving time off request

I'd like to know who is responsible for scheduling and approving time off requests:

Department Managers

Human Resources

Payroll Department

Thank you

Pamela

IL

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13. [Re: Scheduling and approving time off request](#)

[Reply to Group](#)



Feb 2, 2018 3:04 PM

Anonymous

—

Same as Witch.

c. copperpot

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Original Message:

Sent: 02-02-2018 15:02

From: Anonymous

Subject: Scheduling and approving time off request

—

Employee requests time off from Supervisor.

Supervisor approves or denies time off.

Employee enters time off on time sheet.

Supervisor approves time sheet.

A Department Manager or HR Rep may get involved when time off is denied or there are other extenuating circumstances.

-The HRWitch

Original Message:

Sent: 02-02-2018 15:00

From: Pamela Creager

Subject: Scheduling and approving time off request

I'd like to know who is responsible for scheduling and approving time off requests:

Department Managers

Human Resources

Payroll Department

Thank you

Pamela
IL

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14. [Re: Scheduling and approving time off request](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:10 PM

[Kathleen Ross](#)

Managers are responsible for approving time off. They automatically receive an email when a request is made by one of their team. They automatically receive a reminder every 2 days until they respond. And yet, I have a few managers who never ever go into our system. So, if payroll day comes and the time hasn't been approved, I approve it. (The person has taken the time off by then!) I got tired of chasing the managers and delaying payroll. They know what they are supposed to do. And we don't have type of the business that it is ever denied.

Kathleen Ross, PHR

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Original Message:

Sent: 02-02-2018 15:00

From: Pamela Creager

Subject: Scheduling and approving time off request

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I'd like to know who is responsible for scheduling and approving time off requests:

Department Managers

Human Resources

Payroll Department

Thank you

Pamela
IL

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15. [wording on term'd employees and commissions](#)

[Reply to Group](#)



Feb 2, 2018 2:45 PM
Anonymous

—
All,

trying to come up with wording to add to our sales employees comp agreements regarding payment after termination. Essentially, commission is earned based on mail date. So if employee is not employed the date job is mailed, they are not entitled to commissions.

Also, already checked with attorney regarding any specific state laws and we are good.

any suggestions?

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16. [Re: wording on term'd employees and commissions](#)

[Reply to Group](#)



Feb 2, 2018 4:04 PM

Anonymous

—

Commissions are earned at the end of the month in which COMPANY receives payment from the customer. To allow COMPANY time to calculate Net Profit and credit them to applicable representatives, commissions are typically paid on the 15th of the following month, based upon payments received by COMPANY during the previous calendar month.

Commissions are considered earned on the last day of each month, for Net Profit on sales collected during that month, so long as you are employed by COMPANY. Following termination of your employment with COMPANY, you may be paid additional commissions on sales collected and Net Profit determined and credited to you for months ending after your termination date, in COMPANY's discretion. Any additional discretionary commissions will be paid by COMPANY in a single payment after all inventory credited to you is sold and collected, or written down to zero.

Sometimes the final commission payment has occurred a year after the person has left. For most, it happens within a couple months.

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Original Message:

Sent: 02-02-2018 14:44

From: Anonymous

Subject: wording on term'd employees and commissions

—

All,

trying to come up with wording to add to our sales employees comp agreements regarding payment after termination. Essentially, commission is earned based on mail date. So if employee is not employed the date job is mailed, they are not entitled to commissions.

Also, already checked with attorney regarding any specific state laws and we are good.

any suggestions?

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17. [Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)



Feb 2, 2018 2:38 PM
Anonymous

—
I think I am handling this correctly, I just want to make sure.

An employee cancelled his wife (who he is separated from I found out now) during open enrollment. We did not require additional documentation, as it is Open Enrollment. His soon to be ex-wife emailed that we should not be allowed to do that because they are not divorced. I responded that during open enrollment we do not ask questions, as employees are entitled to make that decision. I would send her COBRA documentation once the divorce was final, and that if she had a court order or decree requiring him to keep coverage, that I would add her back to the insurance.

She does have access to insurance at her place of business, but she states that they won't allow her to join their policy when she's not divorced. I don't believe that part, as her losing coverage would be a qualifying event for her.

Am I missing anything?

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18. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)



Feb 2, 2018 2:41 PM
Anonymous

—
You're correct that if she loses coverage she should be allowed to get onto her company's insurance.

I would also not be engaging a conversation with her as she is not your employee. It's between her soon-to-be ex and her.

c. copperpot

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 14:37

From: Anonymous

Subject: Employee cancelled benefits on wife during open enrollment

—
I think I am handling this correctly, I just want to make sure.

An employee cancelled his wife (who he is separated from I found out now) during open enrollment. We did not require additional documentation, as it is Open Enrollment. His soon to be ex-wife emailed that we should not be allowed to do that because they are not divorced. I responded that during open enrollment we do not ask questions, as employees are entitled to make that decision. I would send her COBRA documentation once the divorce was final, and that if she had a court order or decree requiring him to keep coverage, that I would add her back to the insurance.

She does have access to insurance at her place of business, but she states that they won't allow her to join their policy when she's not divorced. I don't believe that part, as her losing coverage would be a qualifying event for her.

Am I missing anything?â€œ

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19. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 2:49 PM

[Jan Savoie](#)

â€œI don't think she's eligible for COBRA since she was dropped at Open Enrollment and assuming she still isn't covered when the divorce is final.

Our carrier won't drop a spouse without the souse's consent or a court order. I think that's a good practice but not required (here anyway).

Good luck.

Jan SHRM-CP

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Original Message:
Sent: 02-02-2018 14:40
From: Anonymous
Subject: Employee cancelled benefits on wife during open enrollment

—
You're correct that if she loses coverage she should be allowed to get onto her company's insurance.

I would also not be engaging a conversation with her as she is not your employee. It's between her soon-to-be ex and her.

c. copperpot
Original Message:
Sent: 02-02-2018 14:37
From: Anonymous
Subject: Employee cancelled benefits on wife during open enrollment

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She does have access to insurance at her place of business, but she states that they won't allow her to join their policy when she's not divorced. I don't believe that part, as her losing coverage would be a qualifying event for her.

Am I missing anything?

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20. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)



Feb 2, 2018 2:58 PM
Anonymous

—
Thank you C. Copperpot. I planned on only sending that one email to explain the process but not engaging further.

page 25 of 203

Original Message:
Sent: 02-02-2018 14:40
From: Anonymous
Subject: Employee cancelled benefits on wife during open enrollment

—
You're correct that if she loses coverage she should be allowed to get onto her company's insurance.

I would also not be engaging a conversation with her as she is not your employee. It's between her soon-to-be ex and her.

c. copperpot
Original Message:
Sent: 02-02-2018 14:37
From: Anonymous
Subject: Employee cancelled benefits on wife during open enrollment

—
I think I am handling this correctly, I just want to make sure.

An employee cancelled his wife (who he is separated from I found out now) during open enrollment. We did not require additional documentation, as it is Open Enrollment. His soon to be ex-wife emailed that we should not be allowed to do that because they are not divorced. I responded that during open enrollment we do not ask questions, as employees are entitled to make that decision. I would send her COBRA documentation once the divorce was final, and that if she had a court order or decree requiring him to keep coverage, that I would add her back to the insurance.

She does have access to insurance at her place of business, but she states that they won't allow her to join their policy when she's not divorced. I don't believe that part, as her losing coverage would be a qualifying event for her.

Am I missing anything?â€œ

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21. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#) [Reply to Sender](#)



Feb 2, 2018 3:06 PM
[Ivette Dupuis](#)

Not exactly.

'When an employee makes a voluntary choice to drop dependents from the health insurance plan during open enrollment, there is no qualifying event that would trigger COBRA eligibility.'

She's kinda SOL, until divorce is final (unless she gets a separation agreement)

See reference and more info here: [COBRA: Voluntarily dropping dependents during open enrollment](#)

Ivette Dupuis SHRM-SCP
Orlando

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Am I missing anything?â€œ

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22. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)



Feb 2, 2018 3:08 PM
Anonymous

â€œAlways ask for proof of coverage or qualifying event before I drop someone from our coverage. Not sure that's completely right but that was my understanding so this exact thing could not happen.

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Original Message:

Sent: 02-02-2018 14:37

From: Anonymous

Subject: Employee cancelled benefits on wife during open enrollment

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Am I missing anything?â€œ

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23. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)



Feb 2, 2018 5:09 PM

Anonymous

—
At Open Enrollment you have to let employees drop dependents if they want to. There is no federal law that states the employee has to cover their child or spouse. If it is court ordered for someone to pay for medical coverage for an ex spouse depending upon the plan they probably cannot use the work plan. That is only for married spouses, it usually excludes legally separated and divorced. If it is mandated by the courts it probably has to be a private policy. If that person remarries they can not have two spouses on the plan.

At Open Enrollment if the dependent loses coverage they also do not qualify for COBRA, she will be allowed onto her work coverage though because she lost coverage.

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Am I missing anything?â€œ

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24. [Re: Employee cancelled benefits on wife during open enrollment](#)

[Reply to Group](#)



Feb 2, 2018 7:27 PM
Anonymous

—
When was Open Enrollment at the other company? Loss of coverage most certainly is a qualifying event, divorce or not. There isn't really anything you can do on your side other than just advise your employee of what constitutes a qualifying life event and suggesting the wife talk to someone else in her HR department that knows what they are talking about.

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Am I missing anything?

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25. [Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 2:29 PM

Anonymous

—

I'm not sure what to do - we have a new hire who started 1/15/18 who I just found out broke him arm outside of work. He is not on our benefits plan (hasn't met 60 day requirement), isn't yet eligible for STD (also 60 days), and obviously isn't eligible for FMLA. What are my options?

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26. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 2:31 PM

Anonymous

—

What type of job is it?

I'd start the ADA process. There could be some type of reasonable accommodation you can make for this employee until their arm heals.

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Sent: 02-02-2018 14:29

From: Anonymous

Subject: Recent Hire Broke Arm - help!

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27. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 2:33 PM

Anonymous

—

Well, if he is not benefits eligible yet there is nothing you can do with that. Hopefully he has coverage elsewhere. Did he leave another position to start with you? He may still be eligible to pick up COBRA.

He's not eligible for FMLA, so you will need to issue him the paperwork that says he is not eligible for FMLA. Beyond that, you need to take a look at what he needs. Will he require time off? If so, how long? Does your company offer non-FMLA leave? Is he able to perform his job with accommodations?

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Subject: Recent Hire Broke Arm - help!

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28. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 2:38 PM

Anonymous

—

This person is an electrician so I'm not sure how we could accommodate him.. ?

I haven't called him yet because I want to have an idea of how to proceed first. He told his manager that his doctor said he should be off for 6 weeks. He does currently have a cast on the arm.

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Original Message:

Sent: 02-02-2018 14:33

From: Anonymous

Subject: Recent Hire Broke Arm - help!

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29. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 2:57 PM

Anonymous

—
Would a broke bone be covered under ADA as it is a temporary injury?

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Original Message:

Sent: 02-02-2018 14:31

From: Anonymous

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30. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)

Feb 2, 2018 3:06 PM



Anonymous

—

It could be.

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Original Message:

Sent: 02-02-2018 14:56

From: Anonymous

Subject: Recent Hire Broke Arm - help!

—

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Original Message:

Sent: 02-02-2018 14:31

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Subject: Recent Hire Broke Arm - help!

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31. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 4:03 PM
Anonymous

—
If he just left another position, there's a strong possibility he may still claim short term disability under their plan. For health insurance, he'd have to explore COBRA or the marketplace.

If he's experienced, he can train others or have someone assigned to do the physical work on his jobs.

If he's not that experienced, he may be able to be a helper or set up and run deliveries to jobs.

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Original Message:

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From: Anonymous

Subject: Recent Hire Broke Arm - help!

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32. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 5:21 PM
Anonymous

—
Agree with poster 5. There may be some options to keep him on payroll. If there is no room under those suggestions, your only recourse would be leave without pay if your policies provide for that.

I am thinking qualified electricians are in high demand these days and you might do well to retain this employee if possible. That's a conversation between you and the manager. It would probably take you six weeks to have a replacement in place.

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Original Message:
Sent: 02-02-2018 14:29
From: Anonymous
Subject: Recent Hire Broke Arm - help!

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33. [Re: Recent Hire Broke Arm - help!](#)

[Reply to Group](#)



Feb 2, 2018 5:28 PM
Anonymous

—
I'd caution you to not cut off your nose to spite your face. I know that it would take me more than 6 weeks to post, interview, hire, and get someone actually onboarded. It wouldn't do any good to go through that process when you have someone on board all ready. Additionally, what a great way to build some bonds between the new employee and your company if you find a way to keep him on, paid, and busy during these six weeks. Even if it's not a full 40 hours a week I bet there are things that he can do that would benefit your business. Yes, it will set the work back that you were expecting to get done but if you let him go your set back that much or more.

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[top](#)[previous](#) [next](#)34. [Asking vs. Accusing](#)[Reply to Group](#)

Feb 2, 2018 2:23 PM

Anonymous

—

Yesterday I lost my cool when my boss started yelling at me. I yelled back, I said I am tired of extra steps because one of his long-term managers doesn't (understand my job) trust me to be doing my job. He was offended and claimed it had nothing to do with that. I have been thinking about it a lot and I have come to realize it is a matter of asking what someone's process is before assuming they are not already doing something-rather than assuming they are not doing the thing and require them to add additional steps to appease a manager who has nothing to do with the particular process and has never inquired about the process.

I am sick of it most days. I am sick of the constant struggle with old-timers who are too stubborn to make changes which are necessary for compliance, strategy, and employee satisfaction. The old-timers who refuse to see any benefit and call it "holding hands and wiping butts". The VERY SPECIFIC old-timers - so please don't be offended(it's not an age statement). â€œ

Today, I am grateful for my own insight from being on the receiving end of this.... I will always ask "What is your current process?"

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Feb 2, 2018 2:44 PM

Anonymous

—

Please don't take offense to this but I have no idea what your post is about or what your question is.

And I would stop using the term "old-timers" because regardless of what you say, it IS an ageist comment.

c. copperpot

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
Sent: 02-02-2018 14:23
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Subject: Asking vs. Accusing

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36. [Re: Asking vs. Accusing](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 2:51 PM

[Ivette Dupuis](#)

Kinda more about 'that's the way we've always done it.'

Address that, not the 'very specific old-timers' themselves.

P.S. When you want to change an existing process, you've gotta do the work to show others WHY it's best (ideally, for everyone).

Ivette Dupuis SHRM-SCP
Orlando

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

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37. [Re: Asking vs. Accusing](#)

[Reply to Group](#)



Feb 2, 2018 2:57 PM

Anonymous

—

Exactly, not old-timers in age, old-timers as in time with the company. I'm 52... some might consider me old. Thanks Ivette, for not getting stuck on terminology.

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Original Message:

Sent: 02-02-2018 14:50

From: Ivette Dupuis

Subject: Asking vs. Accusing

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38. [Re: Asking vs. Accusing](#)

[Reply to Group](#)



Feb 2, 2018 3:04 PM
Anonymous

—
Op here,

the biggest part about changing the processes is that there are none documented. The process for everything that needs to be done is whatever the person currently doing it chooses- and that may change every single time. There is no consistency and there are no processes to hold anyone accountable to. I write ALL of my processes for this reason. So that I can hold myself accountable to consistency and show those who question, exactly what my process is. It just gets under my skin that someone who is a major contributor to the compliance issues I am fighting can turn a conversation that would have gone one way with my boss into an accusatory scolding without even knowing/asking what my process is.

Sorry I was venting and also seeking similar experiences on how to get those stuck in their ways to understand when they refuse to learn about everything that goes into all things HR....

Thanks for reading, sorry for offending you c. copperpot

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
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39. [Re: Asking vs. Accusing](#)

[Reply to Group](#)



Feb 2, 2018 3:06 PM
Anonymous

—

No offense taken on my end. Just giving you a heads up that others may find it offensive.

But I understand what you are asking/saying.

c. copperpot

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Original Message:

Sent: 02-02-2018 15:04

From: Anonymous

Subject: Asking vs. Accusing

—

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40. [Re: Asking vs. Accusing](#)

[Reply to Group](#)



Feb 2, 2018 3:28 PM
Anonymous

—

Ok - thanks for the follow up post OP - now I get the question. And this is the piece I am responding to.

seeking similar experiences on how to get those stuck in their ways to understand when they refuse to learn about everything that goes into all things HR....

Anonymous, 02-02-2018 15:04

And here's how I handle it. I do not give other people that much power over me or my mood. I've spent much of my career in the talent management and global HR program management world for large organizations. It's a lot of process. It's a lot of change. All the time. And I learned a long time ago that part of working in that space is anticipating and expecting resistance. I have also come to accept that my personal capacity for change and continuous improvement is greater than the average person. There's always going to be the "we've always done it this way" crowd.

But that's me and my way of dealing with it. And your situation may be different in many ways.

So here's my advice to you. Put yourself in the worst offender's shoes. We touch HR processes every day. We deal with complaints and legalities and risk every single day. That manager that drives you nuts, probably touches HR stuff here and there. It's not his primary job. He (or she) doesn't get it, doesn't see the value and is likely looking for something comfortable. And "the way we've always done it" is comfortable.

I'd talk to him. Ask him for his feedback. Don't ask him what he hates about the new way. Ask him what he liked about the old way. Figure out what he (or she or they) is reacting to. HR is scary stuff for a lot of managers. They are afraid of conflict and saying the wrong thing or not being PC or not being right. And longer tenured and more senior (level wise not age) a position they hold, the less HR is part of their daily world - or at least HR processes.

I remember a post from a year or so ago where the poster asked if we had a different performance process for Senior execs or whether they used the same system. I answered that I always offer to hand-hold the senior exec team. And that's ok. So for some employees, you may need to hand-hold them through the process a little differently.

Change is hard and scary. And you cannot control how others respond to that change. You can only control how you respond to them.

Moon Willow

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Original Message:

Sent: 02-02-2018 14:23

From: Anonymous

Subject: Asking vs. Accusing

—
Yesterday I lost my cool when my boss started yelling at me. I yelled back, I said I am tired of extra steps because one of his long-term managers doesn't (understand my job) trust me to be doing my job. He was offended and claimed it had nothing to do with that. I have been thinking about it a lot and I have come to realize it is a matter of asking what someone's process is before assuming they are not already doing something-rather than assuming they are not doing the thing and require them to add additional steps to appease a manager who has nothing to do with the particular process and has never inquired about the process.

I am sick of it most days. I am sick of the constant struggle with old-timers who are too stubborn to make changes which are necessary for compliance, strategy, and employee satisfaction. The old-timers who refuse to see any benefit and call it "holding hands and wiping butts". The VERY SPECIFIC old-timers - so please don't be offended(it's not an age statement). â€œ

Today, I am grateful for my own insight from being on the receiving end of this.... I will always ask "What is your current process?"

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41. [Re: Asking vs. Accusing](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:31 PM

[Mary Dillman](#)

Do I understand correctly that you are encountering resistance/obstacles with some of the managers who as Ivette put it "are stuck in their ways" in implementing new or changed processes? Is it several managers or just a few?

changes which are necessary for compliance, strategy, and employee satisfaction.

Anonymous, 02-02-2018 14:23

From the above, I assume that the changed processes are aligned to key business goals and strategic plans. If so, and if the resistance is coming from more than a few managers, then I think you are dealing with a need for culture change, not just acceptance for process changes.

First, you are going to need the support of your boss, and very likely the senior leadership team. If you haven't done so already, I would apologize to your boss for "losing your cool". I also suggest changing your perspective away from the feeling/perception that the resistance is a personal affront to you and your ability. In my experience, resistance to change is often associated with the employees/managers not understanding clearly the business drivers/impact for the change, don't understand the impact of their individual role in accomplishing the change, and/or don't feel they can be successful in making the changes. Collaborate with your boss and other senior leaders if necessary in resolving these "obstacles". I have found that finding one or two managers to get on-board with the changes goes a long way in gaining credibility and traction for getting the changes implemented throughout the organization.

Best of luck in your efforts!

Mary Dillman
Flemington

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
Sent: 02-02-2018 14:23
From: Anonymous
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42. [401 \(k\) Match](#)

[Reply to Group](#)

Feb 2, 2018 2:18 PM

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Anonymous

—

After several years of no employer match we are planning on restarting our match this year when our new plan year begins. Previously the match was eligible the first month following one year of employment. The only other experience I have with an employer match was with a company that started the match at the same time as the employee contribution.

Do your companies match? If so what is the eligibility for the match?

Thanks for the input

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43. [Re: 401 \(k\) Match](#)

[Reply to Group](#)



Feb 2, 2018 2:47 PM

Anonymous

—

Yes, we match. Employees are eligible as soon as they start contributing. And they are 100% vested right off the bat.

I've worked for other places where the vesting was accrued. I've never worked for a company who delays the match.

c. copperpot

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
Sent: 02-02-2018 14:18
From: Anonymous
Subject: 401 (k) Match

—

After several years of no employer match we are planning on restarting our match this year when our new plan year begins. Previously the match was eligible the first month following one year of

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Do your companies match? If so what is the eligibility for the match?

Thanks for the input

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44. [Re: 401 \(k\) Match](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:13 PM

[Kathleen Ross](#)

Our match is discretionary, determined at the end of each year, depending on whether we had a good year. For the past 5 years we have matched. Employees are eligible for the match immediately. It vests at 50% until they have been with us 2 years. After that, it vests at 100% .

Kathleen Ross, PHR

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 14:18

From: Anonymous

Subject: 401 (k) Match

—

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Do your companies match? If so what is the eligibility for the match?

Thanks for the input

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45. [Re-Location Woes](#)

[Reply to Group](#)



Feb 2, 2018 2:12 PM

Anonymous

—

Presently I am in Virginia. I am trying to relocate to Idaho/Spokane, WA area in order for a huge life change. I am finding it extremely difficult to even get a call back on my resume-because I am sure the hiring manager sees my present address in VA, and just tosses my resume. I am not asking for relocation assistance, and I am pretty flexible about doing Skype interviews and even flying out for an in person interview if I make it to the final applicants spot. I am trying to find a Recruiting company that can help me find get some kind of foot in the door. Does anyone know of a company that could help me out? Or should I just use my cousins address that lives in Spokane to at least have my resume looked at?

Thanks for any advice ya'll can give.

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46. [Re: Re-Location Woes](#)

[Reply to Group](#)



Feb 2, 2018 2:26 PM

Anonymous

—

â€ suggest just taking address off all together until you move to the area.

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 14:12

From: Anonymous

Subject: Re-Location Woes

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Thanks for any advice ya'll can give.

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47. [Re: Re-Location Woes](#)

[Reply to Group](#)



Feb 2, 2018 2:32 PM

Anonymous

OP- I have thought to do that, but there are many application processes that require address and state when filling out those applications or you cannot move on in the process.

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 14:26

From: Anonymous

Subject: Re-Location Woes

I suggest just taking address off all together until you move to the area.

Original Message:

Sent: 02-02-2018 14:12

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Thanks for any advice ya'll can give.

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48. [Re: Re-Location Woes](#)

[Reply to Group](#)



Feb 2, 2018 2:37 PM

Anonymous

—
If you have connections in the area (your cousin, other family, friends, etc) ask them to do some re-con for you. What's the market like? Who is hiring? What are the active recruiting firms?

Right or wrong, finding a job requires some boots on the ground work. If you aren't in the geography, you need to rely on others to do that work for you. If your family / friends are well-connected, ask them to make some referrals.

If you have the ability, schedule a 1-2 week trip out there for the sole purpose of making connections and starting the job search.

-The HRWitch

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Original Message:

Sent: 02-02-2018 14:12

From: Anonymous

Subject: Re-Location Woes

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Presently I am in Virginia. I am trying to relocate to Idaho/Spokane,WA area in order for a huge life change. I am finding it extremely difficult to even get a call back on my resume-because I am sure the hiring manager sees my present address in VA, and just tosses my resume. I am not asking for relocation assistance, and I am pretty flexible about doing Skype interviews and even flying out for an in person interview if I make it to the final applicants spot. I am trying to find a Recruiting company that can help me find get some kind of foot in the door. Does anyone know of a company that could help me out? Or should I just use my cousins address that lives in Spokane to at least have my resume looked at?

Thanks for any advice ya'll can give.

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Feb 2, 2018 2:40 PM

Anonymous

—

Thanks, I actually have thought about taking a week off of my present job and flying out there to do purely interviews. I have also been sending cover letters specifically saying I was trying to relocate.

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Original Message:

Sent: 02-02-2018 14:36

From: Anonymous

Subject: Re-Location Woes

—

If you have connections in the area (your cousin, other family, friends, etc) ask them to do some re-con for you. What's the market like? Who is hiring? What are the active recruiting firms?

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Original Message:

Sent: 02-02-2018 14:12

From: Anonymous

Subject: Re-Location Woes

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Thanks for any advice ya'll can give.

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50. [Re: Re-Location Woes](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 4:58 PM

[Debbie Alderson](#)

I'm in the Spokane, WA-Coeur d'Alene, ID area & have a few suggestions for you! Send me an email & we'll chat! :)

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 14:39

From: Anonymous

Subject: Re-Location Woes

—

Thanks, I actually have thought about taking a week off of my present job and flying out there to do purely interviews. I have also been sending cover letters specifically saying I was trying to relocate.

Original Message:

Sent: 02-02-2018 14:36

From: Anonymous

Subject: Re-Location Woes

—

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If you have the ability, schedule a 1-2 week trip out there for the sole purpose of making connections and starting the job search.

-The HRWitch

Original Message:

Sent: 02-02-2018 14:12

From: Anonymous

Subject: Re-Location Woes

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Thanks for any advice ya'll can give.

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51. [Re: Re-Location Woes](#)

[Reply to Group](#)



Feb 2, 2018 7:34 PM

Anonymous

Does your resume show any connection to the area at all, went to college there, former job there, etc? Do you know anyone out there that you could use for a temporary address? Have you addressed in your cover letter that you are relocating to the area vs "I want to relocate"? If you address that you already have that in the works, that might help.

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Original Message:

Sent: 02-02-2018 14:12

From: Anonymous

Subject: Re-Location Woes

Presently I am in Virginia. I am trying to relocate to Idaho/Spokane,WA area in order for a huge life change. I am finding it extremely difficult to even get a call back on my resume-because I am sure the hiring manager sees my present address in VA, and just tosses my resume. I am not asking for relocation assistance, and I am pretty flexible about doing Skype interviews and even flying out for an in person interview if I make it to the final applicants spot. I am trying to find a Recruiting company that can help me find get some kind of foot in the door. Does anyone know of a company that could help me out? Or should I just use my cousins address that lives in Spokane to at least have my resume looked at?

Thanks for any advice ya'll can give.

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52. [Re: Re-Location Woes](#)

[Reply to Group](#)



Feb 3, 2018 10:15 AM
Anonymous

—

When I receive an out-of-area resume the first thing I look for is an explanation in the cover letter. Have you tried that?

Can you rent a Spokane P.O. Box?

Anonymonk

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Original Message:
Sent: 02-02-2018 14:12
From: Anonymous
Subject: Re-Location Woes

—

Presently I am in Virginia. I am trying to relocate to Idaho/Spokane,WA area in order for a huge life change. I am finding it extremely difficult to even get a call back on my resume-because I am sure the hiring manager sees my present address in VA, and just tosses my resume. I am not asking for relocation assistance, and I am pretty flexible about doing Skype interviews and even flying out for an in person interview if I make it to the final applicants spot. I am trying to find a Recruiting company that can help me find get some kind of foot in the door. Does anyone know of a company that could help me out? Or should I just use my cousins address that lives in Spokane to at least have my resume looked at?

Thanks for any advice ya'll can give.

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53. [Breaks](#)

[Reply to Group](#)



Feb 2, 2018 2:12 PM
Anonymous

—

Hello,

Our company does not allow for breaks for employees except for minors. Two scenarios:

- If someone has a medical condition and it requires them to take a 10 minute break, could that time be unpaid since we do not allow breaks or since it is 20 minutes or less would the employee need to be paid under the FLSA?
- An employee who pumps milk multiple times a shift for less than 20 minutes, would the employee need to be paid under the FLSA?

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54. [Re: Breaks](#)

[Reply to Group](#)



Feb 2, 2018 2:15 PM

Anonymous

—
Short breaks need to be paid under FLSA. The 2 scenarios you have described do not change that. You'll need to pay the breaks.

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Original Message:

Sent: 02-02-2018 14:12

From: Anonymous

Subject: Breaks

—
Hello,

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55. [Re: Breaks](#)

[Reply to Group](#)



Feb 2, 2018 2:16 PM
Anonymous

—
Yes, you need to pay those breaks.

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
Sent: 02-02-2018 14:12
From: Anonymous
Subject: Breaks

—
Hello,

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- An employee who pumps milk multiple times a shift for less than 20 minutes, would the employee need to be paid under the FLSA?

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56. [How to accommodate remote undisclosed employees in EEO-1 report](#)

[Reply to Group](#)



Feb 2, 2018 2:06 PM
Anonymous

We have a few employees who have not self identified themselves. I know EEOC allows visual observation or usage of onboarding information in such cases purely for reporting purposes. But these are remote employees so I can't visually observe them. I could probably get their gender from health insurance enrollment form but I can't guess their ethnicity. This is the first time I am taking care of this report at our company so I am not sure what was done in the past. Any help or guidance is appreciated.

Thanks

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57. [Re: How to accommodate remote undisclosed employees in EEO-1 report](#)

[Reply to Group](#)



Feb 2, 2018 3:03 PM

Anonymous

—

How many employees? Did they choose to not self identify or were they not given paperwork? Is it possible to send a voluntary self id? Do they have face time with a manager? Could the manager do a visual observation?

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Original Message:

Sent: 02-02-2018 14:05

From: Anonymous

Subject: How to accommodate remote undisclosed employees in EEO-1 report

—

We have a few employees who have not self identified themselves. I know EEOC allows visual observation or usage of onboarding information in such cases purely for reporting purposes. But these are remote employees so I can't visually observe them. I could probably get their gender from health insurance enrollment form but I can't guess their ethnicity. This is the first time I am taking care of this report at our company so I am not sure what was done in the past. Any help or guidance is appreciated.

Thanks

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Feb 2, 2018 3:38 PM

Anonymous

—

We send out a voluntary request to employees to complete the form, deadline is approaching--yada, yada, but its voluntary.

We ask the manager if they have made a visual as through video calls. How was the I-9 verified?

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Original Message:

Sent: 02-02-2018 15:02

From: Anonymous

Subject: How to accommodate remote undisclosed employees in EEO-1 report

—

How many employees? Did they choose to not self identify or were they not given paperwork? Is it possible to send a voluntary self id? Do they have face time with a manager? Could the manager do a visual observation?

Original Message:

Sent: 02-02-2018 14:05

From: Anonymous

Subject: How to accommodate remote undisclosed employees in EEO-1 report

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Thanks

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Feb 2, 2018 5:22 PM

Anonymous

—

OP - We have about 5 undisclosed employees out of the total 90. All these employees were given the opportunity to self identify but they chose not to. We do have copies of id's when their I9 was verified. Do I just make my best guess by looking at the ID's ?

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Original Message:

Sent: 02-02-2018 14:05

From: Anonymous

Subject: How to accommodate remote undisclosed employees in EEO-1 report

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We have a few employees who have not self identified themselves. I know EEOC allows visual observation or usage of onboarding information in such cases purely for reporting purposes. But these are remote employees so I can't visually observe them. I could probably get their gender from health insurance enrollment form but I can't guess their ethnicity. This is the first time I am taking care of this report at our company so I am not sure what was done in the past. Any help or guidance is appreciated.

Thanks

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60. [Anger Management Training Needed](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 2:00 PM

[Patricia Licari](#)

Can anyone recommend an anger management training program they know of for an angry manager?

Patricia Licari
Controller
Friends Academy
Locust Valley NY

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61. [Re: Anger Management Training Needed](#)

[Reply to Group](#)



Feb 2, 2018 2:10 PM
Anonymous

—

A written warning and a referral to your EAP.

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Original Message:
Sent: 02-02-2018 14:00
From: Patricia Licari
Subject: Anger Management Training Needed

Can anyone recommend an anger management training program they know of for an angry manager?

Patricia Licari
Controller
Friends Academy
Locust Valley NY

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62. [Do you need signed offer for a transfer/demotion?](#)

[Reply to Group](#)



Feb 2, 2018 1:54 PM
Anonymous

—

We have an employee who we don't have a need for in the department he's currently in. We're moving him back to his old department and making no changes to his pay (it's a similar role.. just a different department). Do we have to have him sign off on this?

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63. [Re: Do you need signed offer for a transfer/demotion?](#)

[Reply to Group](#)



Feb 2, 2018 2:22 PM
Anonymous

—

â No you do not.

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Original Message:

Sent: 02-02-2018 13:53

From: Anonymous

Subject: Do you need signed offer for a transfer/demotion?

—

We have an employee who we don't have a need for in the department he's currently in. We're moving him back to his old department and making no changes to his pay (it's a similar role.. just a different department). Do we have to have him sign off on this?

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64. [Internet Search/Social Media Policy](#)

[Reply to Group](#)[Reply to Sender](#)

Feb 2, 2018 1:52 PM

[Randall Ritchie](#)

Does anyone have a written policy for doing internet searches and/or social media searches on applicants? I've been looking for a starting point and not finding any reliable sources.

We are wanting to put a written policy in place so that we perform searches after the first interview. Just thought if anyone already had a written policy I can start with that instead of reinventing the wheel.

Randall Ritchie
Anderson Business Advisors
Las Vegas

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65. [Re: Internet Search/Social Media Policy](#)

[Reply to Group](#)



Feb 2, 2018 2:08 PM

Anonymous

Why are you making a policy saying that you perform internet searches? What are you hoping to uncover? How will you respond if someone has no internet presence? How will you ignore information that shouldn't be used in selection or how will you prove that you are ignoring information you find that shouldn't be used in selection?

I guess the short answer is that I can't help you because I think it is not in a business's best interest to have a blanket policy on internet and social media searches of candidates. If I were you, I'd research potential pitfalls of such a policy before looking for samples.

-The HRWitch

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Original Message:
Sent: 02-02-2018 13:52

From: Randall Ritchie
Subject: Internet Search/Social Media Policy

Does anyone have a written policy for doing internet searches and/or social media searches on applicants? I've been looking for a starting point and not finding any reliable sources.

We are wanting to put a written policy in place so that we perform searches after the first interview. Just thought if anyone already had a written policy I can start with that instead of reinventing the wheel.

Randall Ritchie
Anderson Business Advisors
Las Vegas

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66. [Career Advice Needed](#)

[Reply to Group](#)



Feb 2, 2018 1:26 PM

Anonymous

I could really use some advice from the experts. Need a bit of hope today. Background : I have been working with the same global manufacturing company for past 17 yrs. No degree, I started out in finance and have worked in many departments and had many titles - Operations Manager, IT & Admin manager, and currently working as HR Manager for the last 5 years. We are a foreign owned company and up until approx. 5 yrs ago, always managed by an American. We now have management from home office and it's been a very difficult 5 years to say the least.

The managers from home office have been horrible to say the least. Some are actual bullies who should have been terminated long ago. They know they have power over the locals. Not only that, but I don't agree with the way the company is managed, their hiring practices, the lack of accountability in the organization, the lack of leadership and respect for people, etc. I could write a book on how not to treat employees, unfortunately. Our turnover is on the rise now, as people are fed up. I have another exit interview an hour from now.

I need to take the next few months, or however long it takes, to get a plan to move on, but unsure of how to proceed. Considering obtaining my PHR which wouldn't be too difficult for me, could also enroll in college (night school or online, but not really my 1st choice-I'm 53 yrs old) and also considering looking for jobs outside of HR. I am pretty much the local person on site that they call the "jack of all trades". If they need a role filled and I don't have the skills, knowledge, I will take a course, study on my own, and then dive in, they have pretty much always relied on me to do whatever needs to be done and I have been good at that. This has been good because I have really diverse experience. That also makes me think I may be happier in another role, instead of pursuing HR. In a good company, I think I would like HR, but have only experienced it here, so I really don't know how it would be in a well-managed company.

I feel a great deal of loyalty to my coworkers, as we've been in this together for quite some time now, but feeling like at this point I need to save myself and what's left of my career, and life. Due to lack of leadership, the company has turned toxic. I try to tell myself to not let it effect me, but it's not possible. It makes you hate your life. I can't just quit at will either, I have to have a good job to move to or at least a good plan, as I am the breadwinner.

I hope this makes sense, sorry, been a bad day. Any advice ?

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67. [Re: Career Advice Needed](#)

[Reply to Group](#)



Feb 2, 2018 1:45 PM
Anonymous

—

â€¢ If you do not feel happy and don't like the way the business is being run I think it is a good idea to at least start looking.

If you do decide to go the route of obtaining the PHR certification I highly suggest taking a prep course. People with years and years of HR experience still fail the test.

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Original Message:

Sent: 02-02-2018 13:25

From: Anonymous

Subject: Career Advice Needed

—

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68. [Re: Career Advice Needed](#)

[Reply to Group](#)



Feb 2, 2018 2:37 PM

Anonymous

From what you've said it sounds like you'd be a great Office Manager. for some other employer. I agree that you should begin looking.

Do you have a strong interest in HR?

c. copperpot

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Original Message:

Sent: 02-02-2018 13:45

From: Anonymous

Subject: Career Advice Needed

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69. [Re: Career Advice Needed](#)

[Reply to Group](#)



Feb 2, 2018 2:50 PM

Anonymous

—

I was you a couple of years ago. It is very difficult spot to be in as well as very scary. Originally I was not going to take another HR position but found very little else, geographic location and economic climate at the time, that would pay me as much given my certifications and experience.

There are days I am happy I am still working in HR and there are other days when I wonder why I did this. From my point of view if you are questioning whether HR is where you want to be I would say explore other options first. I remember how excited I was about all the challenges in the beginning and felt like I could take on the world. Honestly right now if I could change I would not do HR, but then again it has been a bad week and hopefully by Monday I will feel back up to speed.

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Original Message:

Sent: 02-02-2018 13:25

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70. [Annual MVR's](#)

[Reply to Group](#)



Feb 2, 2018 1:25 PM

Anonymous

–

For those that have company cars for some of your employees-Do you run an annual MVR on your employees? And do you allow your employees spouse to drive the car? If so, do you conduct annual MVR's on the spouses as well?

Thanks!

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71. [Developing an Workplace Harassment Policy Fit for Your Organization](#)

[Reply to Group](#)

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Feb 2, 2018 1:15 PM

[Lydia Austin](#)

Hello SHRM Members,

A colleague has asked that I reach out and ask about the various workplace harassment programs that are in place in organizations. The question is, how do you set this kind of program up to fit the needs of your organization? Or, is is a one size fits all type of program?

Thanks for your responses!

Lydia Austin

Sr. Generalist, Human Resources

American Fuel & Petrochemical Manufactrs

Washington DC

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72. [Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:12 PM

Anonymous

—

Is any one closing or giving their employees the option of taking off on Monday due to Super Bowl festivities? I have one manager that is proposing we close on Monday and another manager that insists we stay open and work as planned.

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73. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:14 PM
Anonymous

—

I think it's ridiculous to close.

We do always have a bunch of people who are "sick" that day though.

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Original Message:

Sent: 02-02-2018 13:12

From: Anonymous

Subject: Off day after Super Bowl?

—

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74. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:18 PM
Anonymous

—

I think if you are in the New England/Philly areas, and can afford to close and pay everyone, then it would be a nice gesture to employees. Everyone may not be a football fan but I cannot imagine too many complaints of a free paid day off. If not, stay open and allow those who want off to use vacation time.

Original Message:
Sent: 02-02-2018 13:12
From: Anonymous
Subject: Off day after Super Bowl?


—

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75. [Re: Off day after Super Bowl?](#)

Reply to Group

 Feb 2, 2018 1:19 PM
Anonymous

—

No, seriously? If an employee needs to take off they should schedule PTO and it would be first come, first served in the department. I can understand a concern of attendance if you are from one of the home cities/states but we would not close. The manager should discuss attendance and expectations for the day after.

Original Message:
Sent: 02-02-2018 13:12
From: Anonymous
Subject: Off day after Super Bowl?

—

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76. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:20 PM

Anonymous

—

I have a lot of thoughts on this particular subject matter:

- 1) Closing the office in anticipation or because you expect your employees to intoxicate themselves to the point of a hangover or whatever seems a little ridiculous in my opinion.
- 2) Your employees are adults and should have the foresight to request the Monday after the Super Bowl off if they truly must bathe their insides with Bud Light to the point that they will have a debilitating hangover the next day.
- 3) On a more compassionate note: maybe consider allowing employees to work from home if your city team is in the game.
- 4) It's not a holiday- its another business as usual day. Did you consider giving your employees the day after the world series off?

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Original Message:

Sent: 02-02-2018 13:12

From: Anonymous

Subject: Off day after Super Bowl?

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77. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:28 PM

Anonymous

—

SERIOUSLY?

We are based in global based company Boston and even we won't close the office. And I have a 4:00 AM meeting Monday so...

Not everyone watches the game, or drinks so much they can't get up in time.

Do you close the day after the Oscars or Grammy's? I go to an amazing Oscar party every year, lots of champagne and celebrating, and I'd never expect my office to close. If I didn't think I could make it in, I would pre-arrange PTO.

This is why you offer PTO.

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Original Message:

Sent: 02-02-2018 13:12

From: Anonymous

Subject: Off day after Super Bowl?

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78. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:42 PM

Anonymous

—

I agree. My guess is your manager is the type to drink himself to the point of a blackout during the Super Bowl, and HE wants to close the next day. Imagine the message that sends to employees! That's the only reason anyone needs off the next day.

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Original Message:

Sent: 02-02-2018 13:28

From: Anonymous

Subject: Off day after Super Bowl?

—

SERIOUSLY?

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Not everyone watches the game, or drinks so much they can't get up in time.

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Subject: Off day after Super Bowl?

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79. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:44 PM

Anonymous

—

Bad idea to close on the Monday after (oh by the way, I think it's really dumb to have the SB at 8:40 EST on a Sunday).

Folks can take PTO.

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Original Message:

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Sent: 02-02-2018 13:12
From: Anonymous
Subject: Off day after Super Bowl?

—

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80. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 1:55 PM
Anonymous

—

No, we would not close for the Super Bowl. People can use PTO. We also anticipate a higher volume of "sick" employees on Monday.

On year, we had an employee show up to work still intoxicated. He hit his bosses car when he pulled in the lot. Got himself fired and arrested in the same day.

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Original Message:

Sent: 02-02-2018 13:12
From: Anonymous
Subject: Off day after Super Bowl?

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Is any one closing or giving their employees the option of taking off on Monday due to Super Bowl festivities? I have one manager that is proposing we close on Monday and another manager that insists we stay open and work as planned.

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81. [Re: Off day after Super Bowl?](#)



Feb 2, 2018 1:57 PM
Anonymous

—

Wow, that would be cool if a company could afford to close and pay employees for the day after the Super Bowl.

I on the other hand am thinking I need to request a PTO for Monday, not for the Super Bowl, but for This Is Us. I think I am going to be crying like a baby and be all emotionally spent come Monday.

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Original Message:
Sent: 02-02-2018 13:43
From: Anonymous
Subject: Off day after Super Bowl?

—

Bad idea to close on the Monday after (oh by the way, I think it's really dumb to have the SB at 8:40 EST on a Sunday).

Folks can take PTO.
Original Message:
Sent: 02-02-2018 13:12
From: Anonymous
Subject: Off day after Super Bowl?

—

Is any one closing or giving their employees the option of taking off on Monday due to Super Bowl festivities? I have one manager that is proposing we close on Monday and another manager that insists we stay open and work as planned.

Feb 2, 2018 2:29 PM



Anonymous

—

On year, we had an employee show up to work still intoxicated. He hit his bosses car when he pulled in the lot. Got himself fired and arrested in the same day.

Anonymous, 02-02-2018 13:55

Hope his team won at least

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 13:55

From: Anonymous

Subject: Off day after Super Bowl?

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From: Anonymous

Subject: Off day after Super Bowl?

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83. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 2:40 PM

Anonymous

—

â€œ^

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Original Message:

Sent: 02-02-2018 13:41

From: Anonymous

Subject: Off day after Super Bowl?

—

I agree. My guess is your manager is the type to drink himself to the point of a blackout during the Super Bowl, and HE wants to close the next day. Imagine the message that sends to employees! That's the only reason anyone needs off the next day.

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Subject: Off day after Super Bowl?

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84. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 4:08 PM
Anonymous

—
Only recently did Minnesota law change to allow alcohol to be sold on Sundays (from stores, not bars). Can't imagine the timing had anything to do with us hosting the SB this year.

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From: Anonymous

Subject: Off day after Super Bowl?

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85. [Re: Off day after Super Bowl?](#)

[Reply to Group](#)



Feb 2, 2018 4:20 PM
Anonymous

—
Indiana still doesn't sell alcohol on Sundays and we hosted the SB in 2012 :)

Original Message:
Sent: 02-02-2018 16:08
From: Anonymous
Subject: Off day after Super Bowl?


—
Only recently did Minnesota law change to allow alcohol to be sold on Sundays (from stores, not bars). Can't imagine the timing had anything to do with us hosting the SB this year.
Original Message:
Sent: 02-02-2018 13:12
From: Anonymous
Subject: Off day after Super Bowl?

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86. [Employee Veteran Resource Group](#)

[Reply to Group](#)[Reply to Sender](#)

 Feb 2, 2018 1:08 PM
[Haley Mitchem](#)

Does anyone have any experience with establishing an Employee Veteran Resource Group at their organization?

I work for a Federal Contractor and I think it would be something great to implement. The only issue with it is that it might be hard to get everyone together for groups and/or meetings because we are spread out in over 20 locations worldwide. I'd love to hear anyone's feedback on how their program works and any ideas or links you could provide as to how to operate such a group.

Haley Mitchem SHRM-CP
HR Manager
Pluribus International
Alexandria VA

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87. [his/her](#)

[Reply to Group](#)



Feb 2, 2018 12:53 PM

Anonymous

—
The language in our handbook reads 'his/her' instead of 'their'. A manager suggested we take out 'his/her' and replace it with 'their'. This is not grammatically correct because 'employee' is singular and so it 'his/her'. If we replace it with 'their', it becomes plural and is not grammatically correct.

I am wondering if other companies are changing the language in handbooks to go along with the recent gender discussions.

I told the manager we could replace 'his/her' with 'employee'... However, this would be a lot of changes in our handbook.

Thanks!

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88. [Re: his/her](#)

[Reply to Group](#)



Feb 2, 2018 12:58 PM

Anonymous

—
"Their" has become generally accepted as a singular, gender-neutral noun. It's not "formal" English, but I don't think a handbook needs to be written in highly formal English.

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Original Message:

Sent: 02-02-2018 12:53
From: Anonymous
Subject: his/her

—

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I am wondering if other companies are changing the language in handbooks to go along with the recent gender discussions.

I told the manager we could replace 'his/her' with 'employee'... However, this would be a lot of changes in our handbook.

Thanks!

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89. [Re: his/her](#)

[Reply to Group](#)



Feb 2, 2018 12:59 PM
Anonymous

—

While some gender non-conforming people have selected they/them/their as pronouns, I don't think it is necessary to update every his/her to their in an employee handbook.

On the other hand, if this is what keeps a manager up at night, then find and replace can placate them in about 12 minutes.

-The HRWitch

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Original Message:
Sent: 02-02-2018 12:53
From: Anonymous
Subject: his/her

—

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Thanks!

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90. [Re: his/her](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 1:02 PM

[Richard Burns](#)

Agree with "employee and the employee's". You can make the changes gradually as policies are revised or hold it for the next rewrite depending on if your handbook is on-line or paper.

Thank the manager for "her/his" input and tell him/her it is in the queue for the next revision :-)

Rich Burns SHRM-SCP
Alinear LLC
Reno NV

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Original Message:
Sent: 02-02-2018 12:53
From: Anonymous
Subject: his/her

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Thanks!

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91. [Re: his/her](#)

[Reply to Group](#)



Feb 2, 2018 1:04 PM

Anonymous

—

I wouldn't go out of my way to update it but when I did the next update to the handbook I would change to either their or employee.

That being said I have always did things that way instead of his/her.

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-02-2018 12:53

From: Anonymous

Subject: his/her

—

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Thanks!

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92. [Re: his/her](#)

[Reply to Group](#)



Feb 2, 2018 1:07 PM
Anonymous

—

As someone who identifies as non-binary and uses the pronoun their, I appreciate this consideration. I also understand the frustration with trying to be pc and I apologize. Thank you for finally accepting us publicly.

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Original Message:
Sent: 02-02-2018 12:53
From: Anonymous
Subject: his/her

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Thanks!

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93. [Re: his/her](#)

[Reply to Group](#)



Feb 2, 2018 1:08 PM
Anonymous

—

I've always preferred "their". The "his or her," "him or her," "he or she," every time you're referring to an individual is so clunky.

Original Message:
Sent: 02-02-2018 12:53
From: Anonymous
Subject: his/her

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Thanks!

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94. [No Participation - Employee Spotlight](#)

[Reply to Group](#)



Feb 2, 2018 12:52 PM

Anonymous

—

Our employee survey said that people wanted more communication, so I thought it would be great to create a newsletter. It was well-received but its always a struggle to get someone to write an article because nobody has the time. One of the articles that I always find the time to write is an employee spotlight where we get to know someone a little better. We're a small company - about 50 - and every time I ask someone to be the focus of that article, they decline because they "dont feel comfortable." Today, two people declined, and I am ready to pack it up / pack it in and do some other type of task that needs doing, and scrap the newsletter. People SAY they want stuff, but when it requires their participation, then they suddenly dont want it. You have time to read the newsletter, so why wouldnt you have time to help create it?

What would you do? I'm debating sending out an email asking if people really want a newsletter, or asking for volunteers who actually WOULD be open to the employee spotlight interview.

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95. [Re: No Participation - Employee Spotlight](#)

[Reply to Group](#)



Feb 2, 2018 12:54 PM

Anonymous

—

I don't agree with your conclusion. The feedback you're getting is that people aren't interested in the employee spotlight feature. They may not even be interested in a newsletter. You need to get to the bottom of what the communication issue is. Is it that there's not enough top-down communication? Interdepartmental communication? What type of information do people feel they're lacking? Are there other ways to improve the flow of information?

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Original Message:

Sent: 02-02-2018 12:52

From: Anonymous

Subject: No Participation - Employee Spotlight

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96. [Re: No Participation - Employee Spotlight](#)

[Reply to Group](#)



Feb 2, 2018 12:56 PM

Anonymous

What type of communication do employees want? What did your follow up survey focus groups tell you?

Do you practice open book management? Do employees have good idea of the financial health of the company as well as the longer term vision for the company? Do employees have an idea of what's going on in general in the organization? Do your Executives hold all hands or skip level meetings or communicate directly with employees about the company?

Communication means many things and is likely broader than an employee newsletter. I have a feeling that employees are looking for a different type of communication.

Now if I'm off base and this is really all about a newsletter, then I recommend convening a small employee committee to oversee the creation and distribution of the newsletter. Maybe they are the writers sometimes or maybe they are the people seeking out the writers. They can provide ideas for topics.

-The HRWitch

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97. [Re: No Participation - Employee Spotlight](#)

[Reply to Group](#)

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Feb 2, 2018 1:04 PM

[Mary Dillman](#)

Ditto the advice of the other posters. It's not clear from your post if you followed up the initial survey feedback to define more specific expectations and needs regarding "communications". Also, I suggest that improved organizational communications is not solely an HR problem to address - it should involve solutions requiring the participation of the entire management team.

Mary Dillman
Flemington

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Original Message:
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From: Anonymous
Subject: No Participation - Employee Spotlight

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98. [Employee personnel records](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:52 PM

[Chris Mikhail](#)

Hi Everyone!

Do we need to provide background information when the employee's personnel records are subpoenaed?

Chris Mikhail SHRM-CP
Human Resource Manager
Community Health Center of Pinellas
St Petersburg FL

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99. [Re: Employee personnel records](#)

[Reply to Group](#)



Feb 2, 2018 1:08 PM
Anonymous

—
What do you mean by "background information"?

Here's a good link.

c. copperpot

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Original Message:

Sent: 02-02-2018 12:52

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Chris Mikhail SHRM-CP

Human Resource Manager

Community Health Center of Pinellas

St Petersburg FL

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100. [Re: Employee personnel records](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 1:14 PM

[Chris Mikhail](#)

As the background checks we run on our employees.

Chris Mikhail SHRM-CP
Human Resource Manager
Community Health Center of Pinellas
St Petersburg FL

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Original Message:
Sent: 02-02-2018 13:07
From: Anonymous
Subject: Employee personnel records

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What do you mean by "background information"?

Here's a good link.

c. copperpot
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From: Chris Mikhail
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Human Resource Manager
Community Health Center of Pinellas
St Petersburg FL

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101. [Performance Reviews and FMLA Protection](#)

[Reply to Group](#)



Feb 2, 2018 12:51 PM

Anonymous

—

The owners of my company want to give an employee a 3 under dependability due to his absences. I am slightly concerned because a majority of his absences are protected by FMLA. We ask employees to give 'adequate notice' - which is different depending on their shift. We have more of a 'use it if you have it' look when it comes to being out. So, basically, if you have the PTO you can use it. Even if it is unplanned.

I know, this is not good. I am working on it. I have been working on an updated policy that focuses more on planned vs. unplanned absences. Something management asked me to do.

Are we allowed to score him that low if he is protected by FMLA?

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102. [Re: Performance Reviews and FMLA Protection](#)

[Reply to Group](#)



Feb 2, 2018 12:52 PM

Anonymous

—

What does "a 3" mean in your company's scoring matrix? At my firm, a "3" is Meets Expectations and would be perfectly acceptable.

-The HRWitch

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Original Message:
Sent: 02-02-2018 12:50

From: Anonymous
Subject: Performance Reviews and FMLA Protection

—

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Are we allowed to score him that low if he is protected by FMLA?

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103. [Re: Performance Reviews and FMLA Protection](#)

[Reply to Group](#)



Feb 2, 2018 12:56 PM
Anonymous

—

Sorry! I meant to explain that. We rate on 1-10, 10 being the highest rating.

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Sent: 02-02-2018 12:52

From: Anonymous

Subject: Performance Reviews and FMLA Protection

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Are we allowed to score him that low if he is protected by FMLA?

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104. [Re: Performance Reviews and FMLA Protection](#)

[Reply to Group](#)



Feb 2, 2018 1:01 PM

Anonymous

—

How many unplanned absences that are not related to the FMLA.

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Sent: 02-02-2018 12:50

From: Anonymous

Subject: Performance Reviews and FMLA Protection

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Are we allowed to score him that low if he is protected by FMLA?

105. [Re: Performance Reviews and FMLA Protection](#)[Reply to Group](#)

Feb 2, 2018 1:05 PM

Anonymous

—

You are not allowed to consider FMLA protected absences in evaluating performance / attendance. You can evaluate non-FMLA absences when considering attendance or dependability, but FMLA protected ones are off limits.

Per the regs:

(c) The Act's prohibition against interference prohibits an employer from discriminating or retaliating against an employee or prospective employee for having exercised or attempted to exercise FMLA rights. For example, if an employee on leave without pay would otherwise be entitled to full benefits (other than health benefits), the same benefits would be required to be provided to an employee on unpaid FMLA leave. By the same token, employers cannot use the taking of FMLA leave as a negative factor in employment actions, such as hiring, promotions or disciplinary actions; nor can FMLA leave be counted under no fault attendance policies. See § 825.215.

For these purposes, the 3 (on a 10 pt scale) performance review rating would be considered a negative employment action.

Moon Willow

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106. [Switching from 24 paychecks to 26](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:45 PM

[Sheri Homann](#)

Has anyone switched from 24 paychecks per year to 26? How did you introduce it?

Sheri Homann

Human Resources Manager/Accounts Payable

Free Wheelchair Mission
15279 Alton Parkway | Suite 300
Irvine, California 92618 | USA
949-273-8470 x216 Office



Free Wheelchair Mission is accredited by the following organizations: [GuideStar](#) • [Charity Navigator](#) • [ECFA](#)



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107. [Re: Switching from 24 paychecks to 26](#)

[Reply to Group](#)

Feb 2, 2018 1:09 PM



Anonymous

Here's a good link.

c. copperpot

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Original Message:

Sent: 02-02-2018 12:45

From: Sheri Homann

Subject: Switching from 24 paychecks to 26

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108. [Intermittent FMLA request](#)

[Reply to Group](#)



Feb 2, 2018 12:27 PM

Anonymous

We are a non-smoking campus. We have an employee that was recently reprimanded for smoking on company premises. Now he leaves for lunch, drives across the street, and sits in his car for an hour smoking. Lunches for all employees are 30 minutes. When we tried to reprimand him for the extended lunch hour, he claimed he has recently been diagnosed with cancer and needs an extended lunch due to the medication he takes.

Can we require him to provide documentation from his physician that an extended lunch is required? Is this an intermittent FMLA or ADA accommodation request? Do I provide FMLA paperwork? I'm familiar with the WH380/381/382, but this paperwork centers around leaves, is there a special form for intermittent requests?

Also, this employee requested this on 2/1, but his FMLA eligibility does not start until 2/6. If it is a legitimate claim, I would not be concerned with a few days.

Help would be appreciated. I have never dealt with this type of request and we do not have attorney's to easily call.

60 Employees. State of Missouri

Thank you.

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109. [Re: Intermittent FMLA request](#)

[Reply to Group](#)



Feb 2, 2018 12:36 PM

Anonymous

I'd likely start with ADA on this one. In essence, he's asking for an accommodation (extra 30 minutes at lunch) to accommodate his medical condition / disability. At a minimum, you have to enter into the interactive discussion on the issue. And I'm guessing it would be really difficult to show that an extra 30 minutes a day isn't reasonable. You would also be able to ask for medical certification as of the process.

Start with AskJAN.org - there are a ton of resources there.

As for FMLA - you could designate that extra 30 minutes a day as intermittent leave. I'd use one certification for both components (ADA/FMLA) and the docs are the same for continuous and intermittent leaves.

Moon Willow

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From: Anonymous

Subject: Intermittent FMLA request

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60 Employees. State of Missouri

Thank you.

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110. [This is a first....](#)

[Reply to Group](#)

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Feb 2, 2018 12:24 PM

[Lisa Sonne](#)

While going through resumes I received for one of our open positions today, I came across a submission that was in resume format - but was actually a solicitation from a company selling their "robocall" services! I have never seen this before, and I can't decide if it is really annoying and in poor taste, or a completely brilliant sales tactic! What does everyone think about this?

Lisa Sonne
Trimark Marlinn

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111. [Re: This is a first....](#)

[Reply to Group](#)



Feb 2, 2018 12:28 PM
Anonymous

—
Hire them!

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
Sent: 02-02-2018 12:24
From: Lisa Sonne
Subject: This is a first....

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Lisa Sonne
Trimark Marlinn

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112. [Re: This is a first....](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:34 PM

[Lisa Sonne](#)

LOL, if they had send it to a Sales or Marketing position, I just might have!

Lisa Sonne
Trimark Marlinn

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Original Message:
Sent: 02-02-2018 12:28
From: Anonymous
Subject: This is a first....

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Lisa Sonne
Trimark Marlinn

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113. [Re: This is a first....](#)

[Reply to Group](#)

Feb 2, 2018 12:38 PM

Anonymous



I think it's stupid. They wasted your time and theirs (and cluttered up your ATS) with this. As if HR people are often in the market for robocall services, and appreciate getting spam from job postings. I would not do business with a company that pulled something like this.

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Original Message:
Sent: 02-02-2018 12:24
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Lisa Sonne
Trimark Marlinn

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114. [Re: This is a first....](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:41 PM

[Lisa Sonne](#)

I tend to agree, and it did annoy me a little. We have no need for a robocall service, so they wasted their time anyway. But if they hit on anyone that was looking - maybe it was a good idea?!

Lisa Sonne

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Original Message:
Sent: 02-02-2018 12:37
From: Anonymous
Subject: This is a first....

—

I think it's stupid. They wasted your time and theirs (and cluttered up your ATS) with this. As if HR people are often in the market for robocall services, and appreciate getting spam from job postings. I would not do business with a company that pulled something like this.

Original Message:
Sent: 02-02-2018 12:24
From: Lisa Sonne
Subject: This is a first....

While going through resumes I received for one of our open positions today, I came across a submission that was in resume format - but was actually a solicitation from a company selling their "robocall" services! I have never seen this before, and I can't decide if it is really annoying and in poor taste, or a completely brilliant sales tactic! What does everyone think about this?

Lisa Sonne
Trimark Marlinn

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115. [Re: This is a first....](#)

[Reply to Group](#)



Feb 2, 2018 1:01 PM
Anonymous

—

What recruiter actually has decision making abilities over whether or not a company engages in a robocall contract?

This would be more than annoying. I'm not paying recruiters to spend time on things out of their realm.

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Original Message:
Sent: 02-02-2018 12:24
From: Lisa Sonne
Subject: This is a first....

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Lisa Sonne
Trimark Marlinn

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116. [Payroll and HR's responsibility](#)

[Reply to Group](#)

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Feb 2, 2018 12:10 PM

[Beth Callori](#)

Question:

This question is for HR people who do payroll as well as HR -

Which part of the payroll processing are you responsible for? Preparing and transmitting?

Does anyone handle the Accounting portion of payroll? Checking payroll figures from the register? And, posting to the GL?

I am trying to get feel from HR folks who also handle payroll what exactly is your payroll responsibility?

Thank you.

Beth Callori
Human Resources Director

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117. [Re: Payroll and HR's responsibility](#)

[Reply to Group](#)



Feb 2, 2018 12:12 PM

Anonymous

—
I work for a small company, so I do it all. By all, I mean all HR and all Accounting, period.

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Original Message:

Sent: 02-02-2018 12:09

From: Beth Callori

Subject: Payroll and HR's responsibility

Question:

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Thank you.

Beth Callori

Human Resources Director

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118. [Re: Payroll and HR's responsibility](#)

[Reply to Group](#)

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Feb 2, 2018 12:13 PM

[Beth Callori](#)

Let me add that this is a mid sized company and we do have an Accounting department with 5 employees.

Beth Callori
Human Resources Director

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Original Message:
Sent: 02-02-2018 12:09
From: Beth Callori
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Beth Callori
Human Resources Director

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119. [Re: Payroll and HR's responsibility](#)

[Reply to Group](#)

Feb 2, 2018 12:53 PM

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Anonymous

—
Payroll professional of 16+ years who added Benefits Administration + HR Generalist in the last 10 years. I've always done the entering/managing of the data with usually someone else approving it before submission. I have some cases done reconciliations of related accounts but never booking directly to the GL.

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Subject: Payroll and HR's responsibility

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Beth Callori

Human Resources Director

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120. [Re: Payroll and HR's responsibility](#)

[Reply to Group](#)



Feb 2, 2018 12:55 PM

Anonymous

—

I am in charge of review punches, adding PTO/UTO/FMLA, etc. and processing it through to our bookkeeper.

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Original Message:

Sent: 02-02-2018 12:52

From: Anonymous

Subject: Payroll and HR's responsibility

—

Payroll professional of 16+ years who added Benefits Administration + HR Generalist in the last 10 years. I've always done the entering/managing of the data with usually someone else approving it before submission. I have some cases done reconciliations of related accounts but never booking directly to the GL.

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Beth Callori
Human Resources Director

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121. [Re: Payroll and HR's responsibility](#)

[Reply to Group](#)



Feb 2, 2018 12:56 PM

Anonymous

—
I handle all the inputs. Payroll reviews, processes, and handles the GL.

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From: Beth Callori

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Beth Callori
Human Resources Director

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122. [Re: Collecting Education Information](#)

[Reply to Group](#)



Feb 2, 2018 2:49 PM
Anonymous

—
Why do you require education information? What industry are you in?

c. copperpot

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Original Message:
Sent: 02-02-2018 11:27
From: Iqra Aslam
Subject: Collecting Education Information

We did a personnel file audit and discovered that we need to collect accurate education information. I am trying to create a form or an e-mail blast that employees can respond to so we can have the necessary information.

How would you approach this?

We have a corporate house in Houston that houses about 50 people and 2 operations in TN and AZ, and those locations have their own HR rep.

Also, would anyone have an example of this form?

Thanks, SHRM committee!

Iqra Aslam
Houston TX

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123. [Re: Collecting Education Information](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 2:56 PM

[Jan Savoie](#)

â€¢ If you need training information because of an ISO audit or something similar, I don't think a form completed by the employee is going to be enough--you have to have proof of completion. The auditors we work with are good about not asking about stuff before employment began with us but they want to see to training done during employment. We print completion certificates for those who complete in-house training that does not require a test to show competency.

Jan SHRM-CP

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Original Message:

Sent: 02-02-2018 14:49

From: Anonymous

Subject: Collecting Education Information

Why do you require education information? What industry are you in?

c. copperpot

Original Message:

Sent: 02-02-2018 11:27

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Iqra Aslam
Houston TX

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124. [Re: Collecting Education Information](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 3, 2018 10:59 AM

[Iqra Aslam](#)

We are a manufacturing company. I work for corporate, office so for us it's mostly people with high level degrees, and my boss's reason for collecting education is (ex. Major and minor) to know how else we can utilize our employees' talents, and see if they want to move around.

I.Rich
Houston TX

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Original Message:

Sent: 02-02-2018 14:49

From: Anonymous

Subject: Collecting Education Information

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c. copperpot

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Iqra Aslam
Houston TX

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125. [Re: Harassment Investigation](#)

[Reply to Group](#)



Feb 2, 2018 3:44 PM
Anonymous

—

â— Your boss is 100% correct -- Among my other duties I do investigations for our company and my investigation notes are company property and confidential and not to be shared with anyone other than my boss or others in authority to render a decision on the outcome.

I have been doing this for many years and have never given my notes to the accused, anyone that participated in the investigation or the person that filed the complaint.

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Original Message:

Sent: 02-02-2018 11:25

From: Anonymous

Subject: Harassment Investigation

—

Hi,

I have just completed my first harassment investigation ever alongside my department manager. I was the one to receive the complaint and told the employee that even though she wanted it to just be on record, that we would have to conduct an investigation. My boss felt like it would be best that I was a part of it because I can remain unbiased since I have never had to deal with anyone in this light before.

Long story short, it just seems like the complainant is trying to do something to the company. In one interview, she has mentioned that her friends told her to go after the company. She requested documents that were given out at our last harassment training which I provided to her. Now she wants copies of the summary of the investigation and her statement that she made.

My boss said that the investigation is closed and confidential along with being company property. I know she is trying to drum up something but, is that right for me to deny her the copy of the notes that I produced for her on the initial intake of her complaint that she signed and dated to say that everything was true to the best of her knowledge?

Thank you for any guidance.

First-timer

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126. [Re: Harassment Investigation](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 7:07 PM

[Betty Mullen](#)

I would agree with the other posters for the most part that your notes and records of the investigation are confidential and not required to be shared with one exceptionn: *"but, is that right for me to deny her the copy of the notes that I produced for her on the initial intake of her complaint that she signed and dated to say that everything was true to the best of her knowledge?"*

If you required her to sign a document, your state laws may require you to provide copies to her. Even if not, it's generally a good rule of thumb that an employee should receive a copy of anything they sign.

Betty Mullen SHRM-CP
Artizen Staffing
Santa Rosa CA

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Original Message:
Sent: 02-02-2018 15:44
From: Anonymous
Subject: Harassment Investigation

—
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Thank you for any guidance.

First-timer

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Feb 2, 2018 1:50 PM

[Vivian Twu](#)

My company just did this recently- although we are located in California so I'm not sure what the differences would be. In our case, we could choose to either pay out the accrued balances or carry it on our books and pay out upon the employee's departure. We chose the former.

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Original Message:

Sent: 02-02-2018 11:24

From: Anonymous

Subject: Switching from accrual based PTO to unlimited PTO

Our company is considering switching from an accrual based PTO system to an unlimited PTO system. It's also noteworthy to mention that we are located in Maryland, who just had a change in PTO law.

If we do transition, there are a lot of things to consider. Does it abide by Maryland's new laws? How do we handle unused leave? Do we pay it out? Give employees a deadline to "use it or lost it" before the new policy takes effect? Insert a million more questions here?

I thought it'd be wise to look towards some HR professionals to see if anyone has had a similar transition.

Looking forward to your responses!

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Feb 2, 2018 12:37 PM

Anonymous

—

While in some settings it may work. I would not do it. Sending something like that would trigger people (in one specific department) to want me to create policies for every stinking little thing.

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Original Message:

Sent: 02-02-2018 11:22

From: Anonymous

Subject: "HR Tip of the Week" emails for Managers - does anyone do anything like this?

—

I get too many e-mails as it is so I try to focus my time spent with e-mails on action items. I'd hit delete.

Original Message:

Sent: 02-02-2018 11:16

From: Anonymous

Subject: "HR Tip of the Week" emails for Managers - does anyone do anything like this?

—

Thinking about starting weekly email education with short, relevant HR tips for managers to help them with the HR aspects of their jobs. Examples:

1. Minor changes to an employee's employment, even seemingly trivial ones, could be seen as retaliatory. When considering whether to take action against an employee, the action should be reviewed broadly to ensure that the impact on the employee is not greater than intended.
2. Big mistake manager's make: overly "rosy" job reviews that become legal evidence when the person is later fired for poor performance!

etc., etc., etc. Short, to the point, not a lengthy article to absorb.

Does anyone else do anything like this currently? Suggestions of topics to stay away from?

Thanks!

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129. [Re: "HR Tip of the Week" emails for Managers - does anyone do anything like this?](#)

[Reply to Group](#)



Feb 2, 2018 1:07 PM

Anonymous

—

Agree with the "no's".

Maybe try a quarterly HR update. See if you can get support for something like that.

Good luck.

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Thanks!

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130. [Re: "HR Tip of the Week" emails for Managers - does anyone do anything like this?](#)

[Reply to Group](#)



Feb 2, 2018 1:19 PM

Anonymous

—

â€” Have found that the practice usually results in complacency. After a while people just stop reading the messages, and then they miss important (real) messages because of the complacency.

Years ago I did have some luck with such an effort, however. At the time we were focused on improving the frequency that managers provided positive reinforcement. So each week we provided

tips on on the subject. It actually went over pretty well and we accomplished some positive results. But eventually the complacency issue did set in.

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Thanks!

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131. [Re: "HR Tip of the Week" emails for Managers - does anyone do anything like this?](#)

[Reply to Group](#)



Feb 2, 2018 1:33 PM

Anonymous

—

I don't think managers read emails from HR unless they have to. At my old job we had monthly managers meetings. I started doing an HR topic each month. The managers really like it. But that was a learning environment and most of the managers really wanted to learn and become better managers. And it did not make our meeting any longer. At my current job the culture is different and that would never fly. So it really depends on your culture. I'd get feedback from managers on what topics they want to learn more about. Or do it based on what questions do you get asked the most.

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Thanks!

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132. [Re: "HR Tip of the Week" emails for Managers - does anyone do anything like this?](#)

[Reply to Group](#)



Feb 2, 2018 1:51 PM
Anonymous

OP here - thanks. I agree with the comment about culture. Will certainly take that into consideration. Our managers are not as educated on HR topics so I think it may serve a good purpose. Will continue to evaluate! Thanks

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Original Message:

Sent: 02-02-2018 13:32

From: Anonymous

Subject: "HR Tip of the Week" emails for Managers - does anyone do anything like this?

I don't think managers read emails from HR unless they have to. At my old job we had monthly managers meetings. I started doing an HR topic each month. The managers really like it. But that was

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Does anyone else do anything like this currently? Suggestions of topics to stay away from?

Thanks!

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133. [Re: HR Outsourcing](#)

[Reply to Group](#)



Feb 2, 2018 3:56 PM

Anonymous

—

Following

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Original Message:

Sent: 02-02-2018 11:05

From: Anonymous

Subject: HR Outsourcing

—

Hello,

My firm is looking for a way to offer HR outsourcing to our clients (we're a retirement firm). Does anyone work for, or know of companies we could partner with? We're looking for the ability to have an HR help desk, background checks, handbooks etc. Sort of like what ADP offers.

Thanks in advance.

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134. [Re: Ohio Minimum Wage](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 1:26 PM

[Elizabeth Grein](#)

If your organization's employees are all paid above the new minimum wage, you won't have to make any changes other than posting the new minimum wage requirement.

Elizabeth Grein
HR Generalist & Recruiter
Redpath Consulting Group
Minneapolis MN

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Original Message:
Sent: 02-02-2018 11:02
From: Anonymous
Subject: Ohio Minimum Wage

—

I have never had to handle wage increases before now. How does the Ohio Minimum Wage increase affect, if at all, an organization that already pays all employees above minimum wage?

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135. [Re: Ohio Minimum Wage](#)

[Reply to Group](#)



Feb 2, 2018 1:29 PM

Anonymous

—
If all of your employees make \$8.30 or more then you do nothing.

If any of your employees make less than \$8.30 then you need to increase their rate to at least \$8.30 retro back to 1/1/18.

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Sent: 02-02-2018 11:02

From: Anonymous

Subject: Ohio Minimum Wage

—
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136. [Re: Ohio Minimum Wage](#)

[Reply to Group](#)



Feb 2, 2018 3:49 PM

Anonymous

—
In addition to increasing everyone who is under the state minimum wage to the new minimum, you will want to address those who have been with the company for a period of time and don't make much more than the minimum (usually referred to as Salary Compression). For example, if you have someone who has been with the company for a year or two and is making \$8.30, you may want to consider raising their ROP. You wouldn't want someone brand new to the company to make as much as a longer-term employee.

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137. [Re: Interviewing](#)

[Reply to Group](#)



Feb 2, 2018 12:00 PM
Anonymous

"I am pretty sure that you cannot legally ask anything like that."

I know of absolutely no law or regulation that addresses if an employer can ask if an employee is planning on changing their name. If you know of one, please post it here.

Anonymous, 02-02-2018 11:26

I'm going to disagree with you a bit on this. While there is not a law that states you can't ask if an candidate is planning on changing her name, Title VII does apply in this circumstance as described by the OP.

Per Title VII

It shall be an unlawful employment practice for an employer -

(1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin; or

(2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.

From the OP:

Our tech said I should ask female candidates if they are getting married or planning on changing their name anytime in the near future. Beyond this being ludicrous, is it even legal to ask such a question?

Anonymous, 02-02-2018 11:26

So, the answer is yes. It is potentially illegal to only ask female candidates if they are planning on getting married or changing their name in the near future. If they don't use that information as a hiring criteria, then no harm, no foul. But that question, only asked to female candidates, does create a potential for discrimination claims or Title VII violations.

BTW - I know that no one is suggesting (including the IT/payroll tech) that this question is to be used as a disqualifier for employment. But it isn't an outright legal question to ask either. Yes, I'm being nitpicky. But IMO, it's an important distinction because asking that question could create a prima facie case for discrimination absent other evidence.

Moon Willow

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Original Message:

Sent: 02-02-2018 11:26

From: Anonymous

Subject: Interviewing

—

"I am pretty sure that you cannot legally ask anything like that."

I know of absolutely no law or regulation that addresses if an employer can ask if an employee is planning on changing their name. If you know of one, please post it here.

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138. [Re: Interviewing](#)

[Reply to Group](#)



Feb 2, 2018 12:03 PM
Anonymous

—

Men changing their last names?!

Anonymous, 02-02-2018 11:48

Yes. Why so shocked? It happens for many reasons.

Why do women have to change their names? I did change my name when I got married--I am female.

A co-worker changed his last name to his wife's name as she didn't want to change her name for professional reasons. It was important for them to have the same last name.

A male co-worker no longer wanted his unique last name as he wanted to separate himself from his estranged father who committed a horrible crime, and never raised him. He changed his last name to his mom's as she raised him.

Friends got married and change his name from Jones and hers from Smith to the hyphenated Jones-Smith for both.

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Original Message:
Sent: 02-02-2018 11:48
From: Anonymous
Subject: Interviewing

—

Men changing their last names?!

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Original Message:
Sent: 02-02-2018 11:44
From: Anonymous
Subject: Interviewing

—

You could handle it like my company did: not changing it. 10 years after divorce I still have to sign into a database using my ex-name. Grr.

Do not ask women - I would be infuriated and let you know it.

Do not ask men - they may conclude your company is extremely lazy (too much trouble to deal with a name change??) and intrusive to private personal life. (and the same reaction will be taking place in the women's minds, in addition to the anger...)

I do see more men changing name at marriage. My son did, and I've seen others in his peer group (30-40s) do so as well.

Tell your IT person to deal with it.

Original Message:
Sent: 02-02-2018 10:46
From: Anonymous
Subject: Interviewing

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139. [Re: Interviewing](#)

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Feb 2, 2018 12:03 PM
Anonymous

—

Asking an applicant about their current/future marital status is a no-no.

So if your payroll/IT person (payroll and IT duties assigned to one person?) can't handle name changes, how angry does this person get with W-4 changes, address changes, bank (direct deposit) changes... things that happen to both men and women?

Original Message:
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From: Anonymous
Subject: Interviewing


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140. [Re: Interviewing](#)

Reply to Group



Feb 2, 2018 12:10 PM

Anonymous

—
I'm sorry, but this truly made me laugh. Let's say you ask the question (which I wouldn't suggest you do). You still can't set the employee up under their married name, because they aren't married yet. What if the wedding falls through? I don't see what the big ordeal is to change names for the IT person. To change it everywhere that it needs changed might take a whole 15 mins. Your IT person is being lazy.

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Subject: Interviewing

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141. [Re: Interviewing](#)

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Feb 2, 2018 12:27 PM

[Roberta Weingarten](#)

Your payroll/IT person is a dope. to be blunt.

As Moon Willow said, the real problem here is that you have someone that doesn't want to do part of their job. Does this person report to you? If so, sit down with him/her and address this as a performance issue. If not, you and his/her manager can address it jointly.

Roberta Weingarten, PHR, SHRM-CP

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142. [Re: Interviewing](#)

[Reply to Group](#)

Feb 2, 2018 1:09 PM

Anonymous



—
Wow, I can't even believe this has gotten so much attention (and here I am adding to the responses). I would have challenged the IT person on the spot. "So let me see if I got this right. You want the company to stop hiring the best qualified candidate because it will somehow cause an inconvenience to you. Is that right? It is my personal opinion that if changing a name creates such an inconvenience you need find a better process to follow. I can't tell you about how to implement best IT processes, but I can tell you this, we will not (with emphasis added) lower our hiring standards because it creates an inconvenience to you. Would you like me to go over this with your boss?"

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Original Message:

Sent: 02-02-2018 12:26

From: Roberta Weingarten

Subject: Interviewing

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143. [Re: Interviewing](#)

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Feb 2, 2018 1:24 PM
Anonymous

I think a lot of us are reacting to the IT support culture that has been in and about our profession for ever. This one is a shining example of the wrong-headed non-customer-focused bird brains too many of us have lived with.

Have them fix the system so that it does not require IT support to change a name in HRMS/Payroll.

Everyone does it!

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144. [Re: Interviewing](#)

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Feb 2, 2018 1:37 PM
Anonymous

In addition to what Moon Willow said, if you're a government contractor/subcontractor EO 11246 could apply in a similar was as to Title IV. Also, many States have laws making it illegal to base hiring decisions off of marital status.

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145. [Re: Interviewing](#)

[Reply to Group](#)

Feb 2, 2018 1:38 PM

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Anonymous

—

â€¢Title VII*** Ready for my afternoon caffeine fix LOL

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146. [Re: Interviewing](#)

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Feb 2, 2018 1:46 PM
Anonymous

—

This is a generalization and not fair to IT support in general.

My IT support at every company I have worked for has always been amazing! I was shocked that OP's IT person feels its an issue to change names, #1--its their job and #2--I've never met an IT person not willing to work with me to make things happen. OP's IT person sounds lazy which it too bad but its not fair to generalize. Next you are going to ask if they are a millennial.

I think a lot of us are reacting to the IT support culture that has been in and about our profession for ever.

Anonymous, 02-02-2018 13:23

â€œâ€œ<

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147. [Re: Interviewing](#)

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Feb 2, 2018 1:59 PM
Anonymous

—

I found that comment amusing because people make the same kind of comments about their HR departments. HR and IT have a very similar rep.

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Subject: Interviewing

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148. [Re: Interviewing](#)

[Reply to Group](#)



Feb 2, 2018 2:00 PM

Anonymous

Great that #24 has had amazing IT support Great company culture, but certainly in no way universal as the OP indicates.
Next you're going to ask if I'm a Boomer.
Have a good one.â€œ

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Sent: 02-02-2018 10:46
From: Anonymous
Subject: Interviewing

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149. [Re: Interviewing](#)

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Feb 2, 2018 2:44 PM
[Ivette Dupuis](#)

What Moon Willow said.

I once had a controller (payroll guy) and owner tell employees they could only change their withholdings one time a year.

And yeah, by once I mean **just last year**.

P.S. It most definitely was about 'em NOT wanting to do the work (nothing more, nothing less). But you know '**what if** everyone wants to change 'em weekly.' It's the good old worst-case scenario mentality.

Ivette Dupuis SHRM-SCP
Orlando

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150. [Re: Interviewing](#)

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Feb 2, 2018 4:10 PM
Anonymous

—

What does this tech expect you to do? If someone is getting married within a month or so of hire, is he going to refuse to set them up until their name is actually changed? Is he going to set them up with the anticipated new last name (this could get tricky if something nefarious happens that halts the nuptials)...

You hire someone and set them up with their name at the time of hire. Then, when it changes legally, you make the changes internally. Now, if you are going to be engraving mont blanc pens, or making name plates and they are changing their name within 30 days of hire, I might hold off on those specialty items but from an IT perspective, domain and email, etc. can be changed AFTER the legal name change...it seriously isn't that complex.

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151. [Re: Interviewing](#)

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Feb 2, 2018 4:49 PM
Anonymous

—

The back and forth about this not being just a female issue reminded me of a new hire for whom I had trouble verifying a degree. He was a he and I eventually figured out that he had changed his last name somewhere along the way and did the verification. I forgot about it until he brought it up post hire, asking if I had sorted it out once I became aware of his maiden name. Turns out he and his wife picked a new name together and both changed their names. I thought that was the most peculiar explanation I had ever heard at the time, far stranger than men changing their names at marriage to their spouse's name.

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152. [Re: Salary Reduction Agreement - Compliance](#)

[Reply to Group](#)

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Feb 2, 2018 1:16 PM
[Max Ramirez](#)

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I may be misreading your question. If you are asking should you have individuals sign authorization regarding the lowering of their wages (electronically or otherwise) then the answer is absolutely. You will definitely want some form of documentation that shows pay went from x to y on date z. In most states the burden would be on the employer to prove that the rate change occurred how and when they claim it did.

On the other hand, if you are asking if the Employee Navigator system you are using is the appropriate place and method to capture an employee's signature informing them of a policy/practice that their pay could be reduced if certain conditions exist, I would say probably not. There is a vast difference in stating that a policy exists that will allow for the employer to lower an employee's pay rate from an employee being notified that his rate is changing from A to B on a specific date. In essence, saying that something *can* happen is not always cover for when it *does* happen. While no one complains if they get paid higher wages, protect yourself by getting the employee to sign off anytime a reduction takes place.

Max Ramirez
Director, Human Resources
Dormae Products, Inc.
Lockhart TX

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Original Message:
Sent: 02-02-2018 10:25
From: Rachell Relyea
Subject: Salary Reduction Agreement - Compliance

Hi all,
I think this is more of a legal question but I don't have a legal resource so I'm hoping someone on this board can help me out.
We use an online benefits system (Employee Navigator) to enroll/waive benefits. Each employee logs in, agrees to an electronic signature consent form, signs a compliance document and then views their benefit choices along with payroll deductions. If they want the benefit, they select it and sign the summary at the end. If they want to waive it, they decline and sign the summary at the end.

The question is; do we need to have them also sign Salary Reduction Agreements if they are electronically signing off on their benefits and paycheck deductions in the system?

I appreciate any feedback!

Thank you,
Rachell

Rachell Relyea SHRM-CP
Landmark Benefits
Manchester

153. [Re: Salary Reduction Agreement - Compliance](#)[Reply to Group](#)

Feb 2, 2018 1:17 PM

Anonymous

—

No, if you are having them acknowledge it on your benefits enrollment system, you do not also need paper signature. It seems redundant and a waste of additional paper.
AJ

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Landmark Benefits
Manchester

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154. [Re: Sexual Harassment Training](#)

[Reply to Group](#)

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Feb 2, 2018 12:23 PM

[Michael Smith](#)

Started in 2017 and plan on conducting either every two or three years (in-person).

Michael Smith

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Original Message:

Sent: 02-02-2018 10:25

From: Jodi Roesler

Subject: Sexual Harassment Training

How often do you provide training to your employees on Sexual Harassment/Harassment topics? Do you do in-person, computer, etc.?

Jodi Roesler

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155. [Re: Sexual Harassment Training](#)

[Reply to Group](#)



Feb 2, 2018 2:33 PM

Anonymous

—

We do the training once a year.

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Jodi Roesler

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156. [Re: Sexual Harassment Training](#)

[Reply to Group](#)



Feb 2, 2018 3:04 PM

Anonymous

—
We show two videos to new hires in orientation. I'm working on an in-person training to present to all employees that will hopefully be delivered annually.

Also, working on a Moodle type classroom training so I'm curious if anyone else does their training online...

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157. [Re: Career Fair for 6th thru 8th graders](#)

[Reply to Group](#)



Feb 2, 2018 1:27 PM

Anonymous

—
I've never been to a career fair for youth but we have hosted youth onsite to discuss careers. The biggest thing is to get their interest and make it sound cool. Perhaps bring some freebies with your company logo. Without knowing your industry its hard to help with specifics. The biggest think I focus on is jobs/careers kids don't know exist. We are a hotel so everyone knows about front desk and housekeeping. But most kids don't know there are sales managers, chefs, stewards, night audit, etc. I then sprinkle that information with cool facts that the kids will be into. Like our chef was on a reality show. Which rappers stayed here, etc.

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Original Message:

Sent: 02-02-2018 10:21

From: Anonymous

Subject: Career Fair for 6th thru 8th graders

—
I have been asked to participate in a career day at one our middle schools (grades 6-8). I have never participated in one before and am anxious about what to take and display that will excite this age group. Does anyone have any success stories/strategies for such an event?

Thank you.

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158. [Re: Career Fair for 6th thru 8th graders](#)

[Reply to Group](#)



Feb 2, 2018 4:02 PM

Anonymous

—

as in promoting HR as a career. We are a local county government.

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Original Message:

Sent: 02-02-2018 11:01

From: Anonymous

Subject: Career Fair for 6th thru 8th graders

—

Career Day as in explain what you do as an HR professional or Career Day as in show what your industry does?

Original Message:

Sent: 02-02-2018 10:21

From: Anonymous

Subject: Career Fair for 6th thru 8th graders

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Thank you.

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159. [Re: Career Fair for 6th thru 8th graders](#)

[Reply to Group](#)



Feb 2, 2018 4:05 PM

Anonymous

—

Since it's for promoting HR as a profession, I'd lean towards the legal challenges businesses face.

I wish I had more exposure to that portion of HR when I was younger. I had an interest in being an attorney and may actually have explored employment law if I was aware of it way back then.

I'd stay away from discussing the tactical part of HR. Every profession has mundane tasks that need to be completed.

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160. [Re: Career Fair for 6th thru 8th graders](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 3, 2018 1:56 AM

[Brett Schager](#)

I would try to have an activity/hands-on demonstration. Can they practice interviewing a candidate or firing someone? Just telling what you do is boring.

Brett Schager, SPHR

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Thank you.

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161. [Re: Career Fair for 6th thru 8th graders](#)

[Reply to Group](#)



Feb 3, 2018 9:36 AM
Anonymous

—
Bring something to give away and something to do that is interactive. It is hard to come up with something interactive for HR though. You could do some mock interviews. Maybe have 2 or 3 questions printed out, have 4 or 5 different sheets with different questions, you could have 2 students interview each other and maybe track answers on a graph or something. I'm not very creative with this kind of thing but you will get more participation if you have something for the kids to do. You could do the interviews too but having the kids interview each other gets more kids involved.

Maybe you could make up a board with employee issues, have the issue printed on top and the resolution under that. Kids could read the issue and then tell how they would handle it and then read the resolution after that? "Joe came to HR to complain that Sally was whistling at her desk all day long". How should HR address this issue--or something fairly easy like that. One example could be your boss asking you to put together a report on employee turn over and the answer could be a graph by department or something eye catching. Maybe some ADA type issues or FMLA situations that show some of the legal issues we deal with and then have hand outs for the DOL fact sheets. You could show a range of things that HR deals with at a company.

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Original Message:

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Thank you.

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162. [Re: Looking for a broker](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:42 PM

[Tasha Nelson](#)

That is awesome! I'm in the process, too, of looking for a broker. I will look for that info on SHRM's site. How timely :).

Tasha Nelson
Savi Technology
Woodbridge

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Original Message:

Sent: 02-02-2018 08:49

From: Anonymous

Subject: Looking for a broker

Just started my process of looking for new benefit brokers to get RFP. So excited to see that SHRM has a new section to help locate a broker. I just signed up for the upcoming webinar on this. :)

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163. [Re: Looking for a broker](#)

[Reply to Group](#)



Feb 2, 2018 4:56 PM

Anonymous

where is this section?

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164. [Re: Looking for a broker](#)

[Reply to Group](#)



Feb 2, 2018 5:07 PM
Anonymous

—
[brokerfinder.shrm.org/...](#)

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Original Message:
Sent: 02-02-2018 16:55
From: Anonymous
Subject: Looking for a broker

—
where is this section?
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From: Anonymous
Subject: Looking for a broker

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165. [Re: Looking for a broker](#)

[Reply to Group](#)



Feb 2, 2018 5:11 PM

Anonymous

—
Thanks!

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Original Message:

Sent: 02-02-2018 17:06

From: Anonymous

Subject: Looking for a broker

—
[brokerfinder.shrm.org/...](#)

Original Message:

Sent: 02-02-2018 16:55

From: Anonymous

Subject: Looking for a broker

—
where is this section?

Original Message:

Sent: 02-02-2018 08:49

From: Anonymous

Subject: Looking for a broker

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166. [Re: H-1B Visa](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:21 PM

[Vojtech Velecky](#)

Thank you for the info. I was not attempting to go through the process on my own. I was simply gathering information that I will "understand" the process a little better, what components go into it and how it all works to be able to provide at least a basic set of info for an employee that's asking me questions and I simply have no answers.

Hiring an attorney was the plan from the very beginning, I am simply proactive and trying to learn about anything and everything HR-related as much as I can
Thank you for your help,

Vojtech Velecky

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Original Message:

Sent: 02-02-2018 10:36

From: Anonymous

Subject: H-1B Visa

—

The PERM process is not the same as the H1B, this is why you need to consult an attorney and have them manage the process. The position and national origin of the candidate add complexities to the case.

Vojtech, I have seen you post before that you are new to HR and having never done an H1B, this is something that you should not handle yourself at all. Consult an immigration attorney, read up on the internet but most importantly consult an attorney. The application process for green cards and H1Bs are multi-step and complex. The green card process can be long.

I have worked on countless numbers of H1B visas and green cards, I am well versed but I would still not do this myself ever. I would START with the immigration attorney for learning as there may be questions specifically related to your employee.

air enough, however, our company still needs to conduct the certification process through PERM, correct? Any advice on that?

[Vojtech Velecky](#), 02-02-2018 08:33

Original Message:

Sent: 02-02-2018 08:33

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From: Vojtech Velecky
Subject: H-1B Visa

Fair enough, however, our company still needs to conduct the certification process through PERM, correct? Any advice on that?

Vojtech Velecky

Original Message:
Sent: 02-02-2018 08:20
From: Anonymous
Subject: H-1B Visa

—
You can easily find "the basics" on an immigration website.

However, think about the result if you miss something in this process, since it is your first time - not only is your company without the employee but essentially you've delivered a one way ticket for this person back to their home country with no job and a lot of headache in front of them to re-enter. Why would you want to risk that? Pay the \$300 to sit with an immigration attorney for a primer on the process.

-The HRWitch
Original Message:
Sent: 02-02-2018 07:29
From: Vojtech Velecky
Subject: H-1B Visa

Good morning,

Has anyone recently gone through the preparation of H-1B visa documents for the application in April? We have a potential H-1B visa employee and wanted to get some feedback from you guys on the overall process of the visa.

Thank you,

Vojtech Velecky

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167. [Re: \\$4000 plus positive balance in Dependent Care Employer obligations](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:30 PM

[Michael Smith](#)

Annual reminder to all ees.
Yes, I would speak to that individual personally.

Michael Smith

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Original Message:

Sent: 02-01-2018 17:05

From: Anonymous

Subject: \$4000 plus positive balance in Dependent Care_Employer obligations

Our FSA and dependent care plan year runs from Jan to Dec and we have a third party admin for our Flex benefits. While we were doing our reporting to close the 2017 plans, I realized we have an employee who has a balance of about \$4500 in their Dependent care expense account. We do have the grace period that ends March 2018 but I am just worried that this employee may end up loosing that amount.

Are employers obligated to inform their employees of any positive balances at the end of the plan year ? I am tempted to send him an fyi note but wanted to make sure it's ok before I do so. We see some positive balances for FSA medical care expenses as well but we have a carry over upto \$500 option so I am not worried about the Medical FSA. But can we send pick and choose who to send the courtesy notes like employees with dependent care balance versus employees with medical expense balance ?

Would like to know what others follow.

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168. [Re: \\$4000 plus positive balance in Dependent Care_Employer obligations](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 3:17 PM

[Kathleen Ross](#)

Send an email reminder to anyone who has a balance toward the end of the plan year, reminding them of the grace period deadlines. It is a nice thing to do and prevents a lot of complaining from those who don't keep track.

Kathleen Ross, PHR

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Original Message:

Sent: 02-01-2018 17:05

From: Anonymous

Subject: \$4000 plus positive balance in Dependent Care_Employer obligations

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Would like to know what others follow.

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169. [Re: Paid Parental Leave](#)

[Reply to Group](#)



Feb 2, 2018 1:48 PM

Anonymous

—
You have to offer the same amount of leave for both new mothers and fathers. To do otherwise would be sex discrimination, and also doesn't account for the many ways people can become new parents (adoption, fostering, same-sex marriages, etc).

Some states do have differing laws regarding pregnancy disability time specifically for women who have given birth. I would recommend you check into your state laws on this, but as a company you should offer the same amount of leave to both men and women who become new parents.

I hope this is helpful!

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Original Message:

Sent: 02-01-2018 17:01

From: Jeremy Sanchez
Subject: Paid Parental Leave

Our company currently has a short term disability policy that allows someone to collect a portion of their salary while out for a medical reason. Pregnancy is the most common use of this benefit.

We are considering making this more generous and allowing two full weeks of leave paid 100% before the short term disability begins. We would also like to add some paid leave for fathers as well.

For those who have such policies, do you provide different amounts of leave for fathers and mothers or do you provide the same regardless? I was initially thinking of providing mothers with 2 weeks paid, then they could use their short term disability for additional benefits, and then allowing fathers to have 1 week paid. They wouldn't qualify for short term disability so they would be limited to the one week plus any vacation time they would like to use.

Any thoughts on this?

Jeremy
HR Director
Murray UT

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170. [Re: Paid Parental Leave](#)

[Reply to Group](#)



Feb 2, 2018 2:03 PM
Anonymous

—

"For those who have such policies, do you provide different amounts of leave for fathers and mothers or do you provide the same regardless? I was initially thinking of providing mothers with 2 weeks paid, then they could use their short term disability for additional benefits, and then allowing fathers to have 1 week paid."

This has been ruled unlawful. What you CAN do is have separate leave allowances for the primary caregiver and secondary caregiver, but if a father claims he'll be the primary caregiver you can NOT deny him the leave or even question the request.

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Original Message:

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Sent: 02-01-2018 17:01
From: Jeremy Sanchez
Subject: Paid Parental Leave

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Any thoughts on this?

Jeremy
HR Director
Murray UT

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171. [Re: Paid Parental Leave](#)

[Reply to Group](#)



Feb 2, 2018 3:36 PM
Anonymous

—
Agree with the previous poster. If you choose to offer paid parental leave, you should offer the same amount to both mothers and fathers, and it should include those who are adding to their family through means other than childbirth.

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Original Message:
Sent: 02-01-2018 17:01
From: Jeremy Sanchez

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Jeremy
HR Director
Murray UT

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172. [Re: Performance Goals - Reminder](#)

[Reply to Group](#)



Feb 2, 2018 1:53 PM
Anonymus

—

I send out regular reminders to our managers to enter in quarterly performance metrics for their team in a timely manner. As HR I am responsible for auditing our quarterly performance management process, which doesn't feel like "babysitting" to me, it feels like keeping important HR matters top of mind for our managers.

I think it would be better for you to send out a reminder than to have your employees have to sit through reviews for which their managers are unprepared.

I hope this is helpful!

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Original Message:

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Sent: 02-01-2018 16:17
From: Anonymous
Subject: Performance Goals - Reminder

—

Do you send out reminders to managers or employees that performance goals are almost due? We are doing them quarterly and I feel a need to send my managers a quick reminder, but I dont want to be seen as a babysitter for lack of a better word. Whats the norm?

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173. [Re: Performance Goals - Reminder](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 3, 2018 2:48 AM

[Klyn Elsbury](#)

I think it's a great idea!

Here's the thing: it's all about your approach.

That opening line -- sets the tone of the reminder.

If it comes off casual then, you've nailed it.

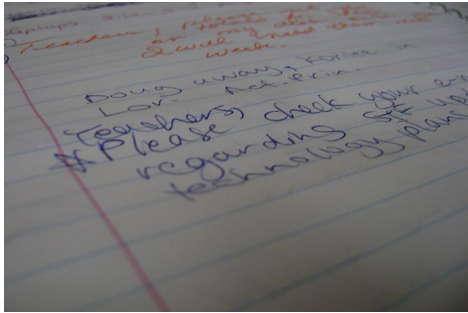
People don't want to be like children.

But a friendly reminder is always welcomed.

Enjoy the weekend.

Good luck.

Cheers.



Klyn Elsbury
Landmark Makers
San Diego CA
Recruitment-University.LandmarkMakers.com

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:
Sent: 02-01-2018 16:17
From: Anonymous
Subject: Performance Goals - Reminder

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174. [Re: Hourly employee going to salary status](#)

[Reply to Group](#)



Feb 2, 2018 4:07 PM
Anonymous

â€¢ If you're assuming an average of 5 hours of OT per week, don't use 45 - Use 47.5. Hours above 40 are paid at time and a half (at a minimum), so $1.5 \times 5 = 7.5$. Multiplying his hourly rate by 47.5 will give you a more accurate number.

[Reply to Group Online](#) [View Thread](#) [Recommend](#) [Forward](#) [Flag as Inappropriate](#)

Original Message:

Sent: 02-01-2018 16:45

From: Anonymous

Subject: Hourly employee going to salary status

—
â€¢ This is exactly what we do not want to do. I was looking for a number other than 40. So instead of 2,080, if we use 45 hours a week I would calculate by 2,340 hours. I was just wondering if anyone else has done this. We are leaning toward 45 instead of 40 to make sure the employee is not losing but instead gaining.

Original Message:

Sent: 02-01-2018 16:24

From: Anonymous

Subject: Hourly employee going to salary status

—
In that case, most annual salaries are figured out by taking an hourly rate and multiplying it by 2080.

40 hours per week x 52 weeks = 2080 hours in a year.

How do you plan to figure out what a "fair" wage is? I'm not sure that as an employee, I'd see this as a benefit to me unless my potential OT is averaged into the figure. I'd feel like I was missing out otherwise. I'd also question as to why I was being moved now (especially since the duties haven't changed and it could be seen as a financial detriment).

Original Message:

Sent: 02-01-2018 16:21

From: Anonymous

Subject: Hourly employee going to salary status

—
â€¢ Yes, he does.

Original Message:

Sent: 02-01-2018 16:18

From: Anonymous

Subject: Hourly employee going to salary status

—
This is a little strange. Does he actually pass the duties test to be exempt?

Original Message:

Sent: 02-01-2018 16:17

From: Anonymous

Subject: Hourly employee going to salary status

—

â€œThe duties are not changing. It is the same position but being moved to the appropriate FLSA status.

The intent is to pay the employee a salary that is fair as he will no longer be able to earn overtime.

Original Message:

Sent: 02-01-2018 16:14

From: Anonymous

Subject: Hourly employee going to salary status

—

Since the duties will be changing, pay what the position is worth/budgeted for.

What would you have offered to a new hire from the outside?

Original Message:

Sent: 02-01-2018 16:12

From: Anonymous

Subject: Hourly employee going to salary status

—

â€œHave an employee that is changing from an hourly non-exempt to a salary exempt status. Is there a number used (besides 40) to determine what his new rate of pay should be? He currently earns XX.XX and works 40 hours plus some overtime so, a fair wage would be XX.XX (current hourly wage) multiplied by what number?

If anyone has experience with this or any suggestions, I would like to hear what you have to say. Thank you.

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175. [Re: Lack of Work Layoff- Indiana Company with Less than 40 employees](#)

[Reply to Group](#)



Feb 2, 2018 2:44 PM

Anonymous

—

OP Update:

After talking to our President, the employee's supervisor, and my boss it seems that it would be a true position elimination for a lack of work so it would be a layoff. I was under the impression that the employee didn't have work because clients did not like the work he produces. In asking more questions today, his lack of work is due to the fact that he can only do bits and pieces of projects but not entire projects as given by our clients due to his limited skillset. We're an engineering firm and he does not have the skill set or education to be an engineer (his degree is in a completely different

field). This is why he spends so much time idle (sorry for the misspelling in my original post- so embarrassing). We are hiring other individuals but they are for positions he is not qualified for either.

I think it would be more of a position elimination- we don't have work for his specific job title/skill set anymore.

Maybe layoff isn't the right word to even be using in this case.

I'm getting a bit lost in a sea of overthinking.

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Original Message:

Sent: 02-01-2018 15:51

From: Anonymous

Subject: Lack of Work Layoff- Indiana Company with Less than 40 employees

—

Hello,

Without over-complicating this (hopefully) we have an employee who is idling or not working 50-85% of the day. His work is client based and we have a hard time selling his work to clients for various reasons. He's a full-time w2 employee here. We are going to lay him off within the next two weeks.

I've never done a layoff before and unfortunately I'm a DOO. Does anyone know if Indiana requires a letter be given to the employee? Any other special considerations that I need to be aware of at all? We do not have to follow WARN- not enough employees and 1 employee isn't 33% of our workforce. I could stand corrected though. Everything I find online only talks about WARN. I want to make sure we have all of our ducks in a row.

Thank you.

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176. [Re: New tax laws effecting take home pay](#)

[Reply to Group](#)



Feb 2, 2018 12:53 PM

Anonymous

—

Our tax change in payroll has happened already but I haven't communicated anything to employees yet and no one has asked. In my experience, (almost) no one complains or questions when their paycheck is MORE money. I do want to send out a notification when the new W4 form has been released encouraging everyone to review the new form. Someone above made a good point, a pay increase now is great but will that cause someone to end up owing more in taxes at the end of the year if they do not change their withholding.

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-Michelle

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Original Message:

Sent: 02-02-2018 10:48

From: Anonymous

Subject: New tax laws effecting take home pay

—

I put some of mine towards my 401(k) as it lowers my taxable income.

Original Message:

Sent: 02-02-2018 10:45

From: Anonymous

Subject: New tax laws effecting take home pay

—

I'm setting aside my tax savings just in case.

Original Message:

Sent: 02-02-2018 10:40

From: Anonymous

Subject: New tax laws effecting take home pay

—

A lot of people are celebrating their increases in take home pay, but no one has actually looked to see if this will cause them to owe taxes next year. I hope the IRS releases the new worksheet soon so people can better understand the implications of this.

Original Message:

Sent: 02-01-2018 14:37

From: Anonymous

Subject: New tax laws effecting take home pay

—

Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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177. [Re: New tax laws effecting take home pay](#)



Feb 2, 2018 1:00 PM

Anonymus

—

Not everyone will see a tax cut though.

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Original Message:

Sent: 02-02-2018 12:52

From: Anonymus

Subject: New tax laws effecting take home pay

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-Michelle

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Sent: 02-02-2018 10:48

From: Anonymus

Subject: New tax laws effecting take home pay

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Original Message:

Sent: 02-02-2018 10:45

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Subject: New tax laws effecting take home pay

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Sent: 02-02-2018 10:40

From: Anonymus

Subject: New tax laws effecting take home pay

—

A lot of people are celebrating their increases in take home pay, but no one has actually looked to see if this will cause them to owe taxes next year. I hope the IRS releases the new worksheet soon so people can better understand the implications of this.

Original Message:

Sent: 02-01-2018 14:37

From: Anonymous

Subject: New tax laws effecting take home pay

—

Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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178. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 1:31 PM

[Stephanie Hines](#)

They have until Feb 15th to implement the changes.

Stephanie Hines
Office Manager and Human Resources Coordinator
AIUM
Laurel MD

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Original Message:

Sent: 02-01-2018 15:57

From: Anonymous

Subject: New tax laws effecting take home pay

—

Our payroll company hasn't even set this up yet!!

Original Message:

Sent: 02-01-2018 14:37

From: Anonymous
Subject: New tax laws effecting take home pay

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Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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179. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 1:32 PM

[Stephanie Hines](#)

They're saying they might not release a new W-4. I just read something saying the new W-4 might be released in 2019.

Stephanie Hines
Office Manager and Human Resources Coordinator
AIUM
Laurel MD

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Original Message:
Sent: 02-01-2018 16:10
From: Anonymous
Subject: New tax laws effecting take home pay

—

Does anyone know when the new W-4 will be released?

Original Message:
Sent: 02-01-2018 15:58
From: Anonymous
Subject: New tax laws effecting take home pay

—

I saw an increase of \$10. Another co-worker saw an increase of \$50.

I just sent out a quick email to our employees about this since I want to avoid nine millions questions.

c. copperpot

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180. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 2:04 PM

[Robin Cooley](#)

Wow - I am seeing big numbers here - I have an additional \$40 every 2 weeks.

Robin Cooley
SHRM-CP, PHR
Portland OR

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Sent: 02-01-2018 14:37
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181. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 2:13 PM
Anonymous

—
Jealous of those who saw a big increase in take home pay. Our change went into effect 2 payrolls ago (we are paid weekly) and I have no change in my take home pay.

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Original Message:

Sent: 02-02-2018 14:04
From: Robin Cooley
Subject: New tax laws effecting take home pay

Wow - I am seeing big numbers here - I have an additional \$40 every 2 weeks.

Robin Cooley
SHRM-CP, PHR
Portland OR

Original Message:

Sent: 02-01-2018 14:37
From: Anonymous
Subject: New tax laws effecting take home pay

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182. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 2:32 PM

[Ivette Dupuis](#)

Say what?!

Inquiring minds want to know, where did you read this?!

BTW, I think it's deceiving for the IRS to tell taxpayers (employees) not to worry about adjusting withholding (**for now**), e.g. 'no further action by taxpayers is needed at this time.'

Truth is, for now, it may be added monies in their pockets. And, 'for now' isn't likely to fly later.

I.e. Not to worry, because the IRS wins either way.

They're saying they might not release a new W-4. I just read something saying the new W-4 might be released in 2019.

[Stephanie Hines](#), 02-02-2018 13:32

Ivette Dupuis SHRM-SCP
Orlando

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Original Message:
Sent: 02-02-2018 13:32
From: Stephanie Hines
Subject: New tax laws effecting take home pay

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Stephanie Hines
Office Manager and Human Resources Coordinator
AIUM
Laurel MD

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183. [Re: New tax laws effecting take home pay](#)[Reply to Group](#)

Feb 2, 2018 3:18 PM

Anonymous

—

I just got divorced at the end of 2017 so I also changed my withholding.

If I remained married, I was getting an additional \$120 back, now that I changed my filing to Single, its \$20 less in take home than 2017 Married filing. And my car insurance went up. Many whammies :)

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Original Message:

Sent: 02-02-2018 14:13

From: Anonymous

Subject: New tax laws effecting take home pay

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Robin Cooley

SHRM-CP, PHR

Portland OR

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From: Anonymous

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184. [Re: New tax laws effecting take home pay](#)

[Reply to Group](#)



Feb 2, 2018 3:36 PM

Anonymous

—
I got a whole \$20 & get paid weekly. I'll stimulate the economy by buying a bottle of wine tonight :)

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Original Message:

Sent: 02-02-2018 14:13

From: Anonymous

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SHRM-CP, PHR

Portland OR

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From: Anonymous

Subject: New tax laws effecting take home pay

Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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185. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 3:45 PM

[Jean Dixon](#)

I just sent a company wide e-mail and an article to our employees that was provided by our payroll vendor. I also was sure to add that any questions or advice they are seeking about their personal tax situation with this change should be directed to their own accountant.

Jean Dixon
Human Resources Administrator
Careview Communications
Lewisville TX

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Original Message:
Sent: 02-01-2018 14:37
From: Anonymous
Subject: New tax laws effecting take home pay

—

Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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186. [Re: New tax laws effecting take home pay](#)

[Reply to Group](#)



Feb 2, 2018 3:55 PM
Anonymous

Not everyone can afford an accountant. So while we can't give tax advice, it is still important for us to provide information so people understand the situation at hand. It sounds like many people have letters or memos that were sent out, which I think is a good idea. Hopefully it provides them a link to other resources as well so they can begin to make informed decisions.

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Original Message:

Sent: 02-01-2018 14:37

From: Anonymous

Subject: New tax laws effecting take home pay

Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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187. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 3:59 PM
Anonymous

Our payroll company provided a sample letter and example based on 1 scenario. I was confused by the scenario, so I just sent employees a message that the tax changes from the recently passed tax laws were taking effect on the 1/26/18 paycheck. If they wanted to see the difference before the actual payday, they could go into the payroll calculator in our payroll system. I said it was likely many people would see fewer tax dollars taken out, but it would be different for everyone. Any financial advice needed to be sought out from a professional financial person. I also suggested they consider increasing their contribution to their 401k. A couple people have done this, including myself.

As someone else said - companies have until February 15th to implement.

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Original Message:

Sent: 02-01-2018 14:37

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From: Anonymous
Subject: New tax laws effecting take home pay

—
Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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188. [Re: New tax laws effecting take home pay](#)

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Feb 2, 2018 4:21 PM

Anonymous

—
My take home pay went up about \$100 per pay period with the new changes. This worked out perfect because my company just increased the amount employees have to contribute towards their own healthcare. Even with the increased premiums, most employees still saw an increase in their take home pay.

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Original Message:

Sent: 02-01-2018 15:10

From: Anonymous

Subject: New tax laws effecting take home pay

—
Maybe the better question is has anyone actually seen a higher take home pay because of the tax changes :). My SO got paid yesterday with the new table, not seeing any benefit for us yet. I get paid tomorrow, we will see.

Original Message:

Sent: 02-01-2018 14:37

From: Anonymous

Subject: New tax laws effecting take home pay

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Is anyone communicating the new tax laws taking place soon to their employee's? Getting a feel on whether this is important to communicate the change they will see in their paycheck?

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189. [Re: Gossip/Drama/Rumors - Oh My!](#)

[Reply to Group](#)



Feb 2, 2018 4:17 PM

Anonymous

—

Be cautious of addressing the gossip issue. My former company was brought to court for unlawful termination after we terminated an employee for spreading rumors and continuing to do so after he was asked to stop. The employee stated that anything he said fell under the scope of "free speech" and can not be used as the basis for termination. The court found in favor of the employee stating that what he said was protected under the first amendment.

What you can address is the lack of production. Make sure that you have hard numbers to back up the claims (we expect that you complete X, Y and Z every day, but you're only completing X and 1/2 of Y).

However, if others are coming forward stating that the gossips actions are creating a hostile work environment, that is another thing entirely and can be addressed as a harassment claim.

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Original Message:

Sent: 02-01-2018 13:55

From: Anonymous

Subject: Gossip/Drama/Rumors - Oh My!

—

An employee at our production plant has been spending a lot of time gossiping and spreading rumors. Not only is it having an effect on morale, but it is making those who she is talking about look and feel bad.

How can the manager word this? She is often seen being unproductive due to gossiping, but we want to make sure we touch upon gossiping and spreading rumors.

Thank you!

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190. [Re: Gossip/Drama/Rumors - Oh My!](#)

[Reply to Group](#)

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Feb 2, 2018 4:43 PM

[Betty Mullen](#)

"The employee stated that anything he said fell under the scope of "free speech" and can not be used as the basis for termination. The court found in favor of the employee stating that what he said was protected under the first amendment."

Are you in the public sector? The first amendment applies only to impinging on the right of speech by the government, not by one private entity censoring another.

Betty Mullen SHRM-CP
Artizen Staffing
Santa Rosa CA

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Sent: 02-02-2018 16:16

From: Anonymous

Subject: Gossip/Drama/Rumors - Oh My!

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Thank you!

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191. [Re: Gossip/Drama/Rumors - Oh My!](#)

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Feb 2, 2018 5:08 PM

[Richard Burns](#)

I would agree to focus on the performance/productivity factor.

However you may be able to get into harassment/hostile work environment depending on language in your policies and the content of the rumors.

If the victim(s) of the rumors feel they have been harmed, it may add to the severity of the issue.

Best wishes

Rich Burns SHRM-SCP
Alinear LLC
Reno NV

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Thank you!

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192. [Re: Payroll Question](#)

[Reply to Group](#)



Feb 2, 2018 1:09 PM

Anonymous

—

We do payroll in house but we have the spreadsheets - one for vacation, one for sick time, one for weekly hours by employee (days of the week across the top, employees down the side, file in the hours each day) and one for deduction (each type in its own column). I completely understand the spreadsheet issue.

How we verify numbers is that I redo payroll with paper and pen to double check the computer numbers when I finish and before I run the checks and I am verifying the numbers against the my spreadsheets as I am running payroll in case I find an issue in the middle and need to make a change.

Because you are outsourcing payroll, I would check your vacation hours, sick hours, make sure at least that your social security taxes are 6.2% for the employee and the employer and that the medicare taxes are 1.45% for the employee and employer. Make sure the deduction totals for each category are correct. The only thing that I do not check is federal taxes (we don't have state taxes) because it can vary so much across the board.

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Original Message:

Sent: 02-01-2018 13:31

From: Anonymous

Subject: Payroll Question

—

Hello,

For those of you who process payroll (about 130 EEs) (ADP) and after you receive back from ADP the payroll register where would you check all of the payroll figures (deductions, taxes, metro tax, GTL etc.....?)

Do you check the payroll register against any spreadsheets you have created to match that up with? Or, would you review each employee to make sure the correct deductions came out properly?

Currently payroll department checks the register against spreadsheets - there is a spreadsheet for every deduction - it is crazy. I remember when I did payroll that the Finance Manager would check amounts against the GL, but, I never saw so many spreadsheets before and it is so time consuming!

I think what they are trying to accomplish here is to prove that ADPs payroll amounts match up to what we have - I'm not sure because it is even too complicated to explain.

I'm reaching out to see how others reconcile payroll.

Thank you.

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193. [Re: Payroll Question](#)

[Reply to Group](#)



Feb 2, 2018 1:31 PM

Anonymous

—

We also use ADP. The only thing we verify using the payroll register is data we enter for the period. So incentives, changes to pay rates, changes to benefits which would change deductions.

We have a spreadsheet for each pay date with totals for incentives, employee changes (like benefits or pay rates), etc. We enter these onto the spreadsheet when we're making the change in payroll and then use the spreadsheet to verify the payroll preview register.

ADP calculates our taxes and group term life. And benefit amounts are built into the system as well - so we don't check totals of these each pay period.

However, we run reports from ADP once a month to reconcile benefit invoices. And obviously when rates change, we update those in ADP and run some reports to verify that we haven't made any data entry mistakes.

I hope this helps.

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Thank you.

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194. [Re: Payroll Question](#)

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Feb 2, 2018 1:53 PM

[Richard Burns](#)

While HR and Payroll have always been "joined at the hip" in terms of transactions, payroll function will lock you into just that: transactions. Recommend you push as much payroll function to finance and accounting so you have capacity for bigger picture HR.

Good Luck

Rich Burns SHRM-SCP
Alinear LLC
Reno NV

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I'm reaching out to see how others reconcile payroll.

Thank you.

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195. [Re: Recommendations? Position elimination for well-liked employee](#)

[Reply to Group](#)



Feb 2, 2018 4:04 PM

Anonymous

—
Something similar happened to me last year. We had a very well-liked, long tenured employee who was let go due to job elimination. We paid the employee through the end of the week and began his severance the following week. We offered to have a breakfast reception for him the following week to allow coworkers to say their goodbyes and he refused.

I agree with the poster above who recommends asking the employee if they would like a goodbye event. I would imagine, in most cases, the employee will decline. I know I would. It's like adding insult to injury. But you definitely want them to leave with dignity and be very compassionate. Even if they should have seen the writing on the wall....

Good luck. Letting employees go due to business reasons is never easy.

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Original Message:

Sent: 02-01-2018 13:31

From: Anonymous

Subject: Recommendations? Position elimination for well-liked employee

—

Would you give advance notice, or have her leave that day? I was thinking maybe if we notified her on Wednesday that would give her a couple of days to help clear out her desk and let us

know where to find info on her current projects, etc.

Anonymous, 02-01-2018 13:15

I'd give the employee the respect of asking her opinion on it. She very well may want to leave right away and come back later or after hours to gather her things.

- Is there any way we can honor/celebrate her with the staff and clients without seeming contradictory?

Anonymous, 02-01-2018 13:15

I would not. I would personally take this a slap in the face. No one wants a slice of cake as they're being booted out the door.

She is not self-motivated to find other ways to contribute to the company, and was actually demoted from a senior management position in the past because she didn't take initiative.

Anonymous, 02-01-2018 13:15

Also - I'm sure you know this already - if she was demoted once, then she shouldn't have been kept around for two more years if the issue wasn't fixed.

As far as advice - it's going to sting and it very well may not be pleasant. Put yourself in her shoes. Be clear and concise, but be somewhat compassionate. Don't discuss the prior performance issues. Stick to the fact that is a position elimination and not personal (even though it may seem that it's based on performance the way you have it written...)

Original Message:

Sent: 02-01-2018 13:15

From: Anonymous

Subject: Recommendations? Position elimination for well-liked employee

—

Hello! I'm posting anonymously just to ensure this doesn't get back to the employee in question. I'm an HR manager for a 15-year old company with about 75 employees.

Our company has gone through many changes in organizational structure over the last few years, including acquiring a second location last Fall. Through some of these reorganizations, we've wound up with a long-tenured employee (11 years) who is only doing about 20-25 hours of work each week on a full-time salary. She is not self-motivated to find other ways to contribute to the company, and was actually demoted from a senior management position in the past because she didn't take initiative. After dragging our feet for two years, we've decided to eliminate her position and divvy up her responsibilities between the other managers.

Our plan is to offer her 3 months of severance pay, but even with that, this will be a devastating blow for her and our other employees. This is the first elimination we've had, and will likely be seen as a sign that we are becoming corporate and heartless. This employee has very close relationships with other staff and our clients.

What advice do you have for helping us take some of the sting out of this situation?

- Would you give advance notice, or have her leave that day? I was thinking maybe if we notified her on Wednesday that would give her a couple of days to help clear out her desk and let us know where to find info on her current projects, etc.

- Is there any way we can honor/celebrate her with the staff and clients without seeming contradictory?

I want to avoid her feeling like she has to slink away in shame, if at all possible.

Thank you for any insights/suggestions!

-Katherine

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196. [Re: HR Newbie, Is this legal??](#)

[Reply to Group](#)



Feb 2, 2018 6:01 PM

Anonymous

—

Your friend is an adult and clearly her boss, regardless of titles and ownership, has SERIOUS behavioral problems. While this is a one-sided account, tell your friend to quit if the problem is too much to handle. From an HR standpoint, I echo a few of the others - stay out of it! You are thoughtful to help your friend, but there's a reason there is no HR department there; it's an afterthought to that company's owner and you shouldn't complicate matters by attempting to problem solve for something that's none of your business.

-The HR Wizard

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Original Message:

Sent: 02-01-2018 13:11

From: Anonymous

Subject: HR Newbie, Is this legal??

—

Good Morning All,

This is my first time posting to this message board and I'm a bit hesitant, but I need some serious advice for a friend of mine who works for a heinous CEO. And because I'm not versed in the least for HR I'm hoping you gurus out there could help.

Let's call her Jane and call the CEO, Eliza.

Jane works as a medical assistant at a Dermatology practice in California. They have no HR department for reasons that are beyond me. There is a management team, but the CEO/Owner (Eliza) runs the whole place the way she wants, and most of it I don't feel is legal. She sent Jane an urgent note on Tuesday morning to come see her immediately upstairs in her office. Jane went to her office, yet had to wait for an additional 30 minutes because Eliza was seeing three patients. Nothing wrong with the wait, just when Eliza was finished, she berated Jane for not coming to see her sooner. (Eliza had patients and she specifically has told her staff never to interrupt). Eliza then explains that Jane made a serious error by authorizing the wrong dosage for patient X and Eliza had to take time out of her day to fix it the problem. Jane tries to explain she did sign off on patient X, but the chart was taken by mistake and sent up to Eliza before she was finished and could correct the dosage. Eliza begins yelling about Jane becoming insubordinate by "talking back", having an "attitude" since she walked through the door and should be thanking Eliza for taking time out of her day to teach her how to fix her mistakes. Jane is flabbergasted as the conversation just went from 0 to 100, replies she was just trying to explain her side and is feeling attacked and not being heard. Eliza then tells her to get out of her practice and suspends her without pay for the rest of the day. Says never in "all her years" has she ever had an employee which an attitude problem such as this and to wait for her call tonight to see if she still has a job. (I personally would have quit right then and there)

Fast forward to later that night, Jane receives a call around 8pm from Eliza who explains to her once again that Jane is basically a poor excuse for an employee and it was Eliza's duty to suspend her in order to make an example out of her. She then takes this time to also tell Jane what she doesn't like about her personally, yet if Jane apologizes and ADMITS she was wrong, she can have her job back. (I mean..WHAT?!) Jane does apologize, shows up for work yesterday and is made to sign a "insubordinate agreement" stating if she ever is out of line again, she will be fired. Unfortunately she did sign the document, but was told she could not return unless she signed it.

Okay, I understand that was incredibly long but clearly this CEO does not know how to handle her company. I know there's nothing against the law about being a bully, but there was nothing recorded, no notes previously on how Jane could improve, no actual conversation, a phone call after hours, and then an agreement she has to sign or else she would not be able to return to work? I have told her repeatedly to quit, but she needs this job to keep her family afloat.

Is there any legal action she can take? I've never heard or witnessed anything like this.

Thank you all!

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197. [Re: HR Newbie, Is this legal??](#)

[Reply to Group](#)

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Feb 2, 2018 7:56 PM

[Betty Mullen](#)

Gotcha. You know how often we see people crying harassment with no clue of what actually constitutes illegal harassment, so I like to combat that whenever I think it's popping up!

Betty Mullen SHRM-CP
Artizen Staffing
Santa Rosa CA

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Original Message:
Sent: 02-01-2018 15:28
From: Anonymous
Subject: HR Newbie, Is this legal??

—

Betty (#14) not knowing the other components of this situation, it may qualify. My situation would have qualified if I had claimed (I spoke with multiple individuals including my UI Judge who asked if I had filed). I was just mentioning that it is one of many options should her friend's side meet that basic definition. Thanks for your input!

Original Message:
Sent: 02-01-2018 13:46
From: Betty Mullen
Subject: HR Newbie, Is this legal??

"If the boss is a tyrant, she could file a complaint with the appropriate state or regional agency for harassment. "

Anon, I agree with most of your post, but you are a bit off here. Having a manager who is a tyrant is not illegal harassment, unless they are targeting someone on the basis of a protected class. "My boss is a tyrant" won't fly with a government agency. "My boss is treating me unfairly because of my race/religion/gender/etc." will though, if it's legit.

Betty Mullen SHRM-CP
HR Director & Accounting Manager

Original Message:
Sent: 02-01-2018 13:41
From: Anonymous
Subject: HR Newbie, Is this legal??

—

A few things, you only have one side of the story. In order to best understand what needs to happen you would really need both. However, here are things that came to mind for me...

If the boss truly is a tyrant, then your friend needs to start documenting the situations. She should keep any inappropriate emails, or other written communications, as well as documenting all conversations. Ultimately, if she needs to leave the business she could use the documentation to fight for UI eligibility. I say this from working for a tyrant HR Director, who happened to put a lot of inappropriate things in email, which won me UI immediately when I quit my job due to the behavior of my boss. I should have done what I'm going to say next...

If the boss is a tyrant, she could file a complaint with the appropriate state or regional agency for harassment. The agency may review any documentation and determine whether an investigation is necessary. In this case, your friend should be prepared to find another position as well. Even though retaliation isn't legal, there is the possibility it could happen and it's emotionally safer to exit prior to having to go.

What if your friend is being overly sensitive? What if she did make a mistake and this is all a piece of her not taking responsibility? Would then the CEO be considered appropriate for dealing with the behaviors and actions of your friend?

I'm not saying any one of these scenarios is correct, there's just too much you don't know to advise on what to do...other than, it doesn't sound like a great place to work and perhaps she should seek out another role that would make her happier.

Original Message:

Sent: 02-01-2018 13:11
From: Anonymous
Subject: HR Newbie, Is this legal??

Good Morning All,

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Is there any legal action she can take? I've never heard or witnessed anything like this.

Thank you all!

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198. [Re: FMLA for Birth of Baby Born Before One Year Anniversary](#)

[Reply to Group](#)

Feb 2, 2018 1:14 PM



Anonymous

Please check your state laws. My state requires us to grant FMLA during pregnancy even if they have not been employed for 1 year.

If they baby is 5 days late she will be eligible for FMLA and she would get 12 weeks of leave. Why punish her for having the baby on time or early. We're talking about just a few days. Grant her the FMLA leave and do the paperwork just like you would for any FMLA.

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Original Message:

Sent: 02-01-2018 12:52

From: Catherine Grotegeers

Subject: FMLA for Birth of Baby Born Before One Year Anniversary

â€œsomeone is due to have a baby on May 14 and they were hired on May 19 the year previous, can they still take FMLA for bonding when they reach the one year anniversary after having the baby.â€

Catherine Grotegeers SHRM-CP
Human Resources Assistant
St. Louis Public Library
Saint Louis

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199. [Re: FMLA for Birth of Baby Born Before One Year Anniversary](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 1:36 PM

[Albert Correa](#)

â€œJust a caveat... the 1,200 hour standard is being tossed around, but - as at least one commenter has noted - your state may have a less restrictive standard.

For instance, here in Wisconsin it's 1000 hours in the preceding 52 weeks; an employer must also have employed 50 PERMANENT employees at least 6 months of the preceding 12; the applicable period of time for the FMLA under Wisconsin FMLA is a Calendar year; etc...

In short - check your state laws, but I absolutely agree with the posters who have said, basically, if there is any doubt it's best to err on the side of the employee.

Albert Correa
Sr. HR Reporting Analyst, Aurora Health Care
HRIS Consultant (Retired), New Resources Consulting
HRIS Administrator (Retired), Milwaukee Public Schools

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Catherine Grotegeers SHRM-CP
Human Resources Assistant
St. Louis Public Library
Saint Louis

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200. [Re: FMLA for Birth of Baby Born Before One Year Anniversary](#)

[Reply to Group](#)



Feb 2, 2018 3:27 PM
Anonymous

—

The law does not apply differently to a birth versus an injury sustained or illness. If an employee has not met the requirements of FMLA, then the employer has the option to terminate them.

Anonymous, 02-01-2018 14:22

I didn't see the OP asking if it was ok to terminate - just if they'd still be allowed the FMLA bonding time once they hit their 1 year anniversary. As another poster mentioned, the individual giving birth is likely to have 6-8 weeks of recovery time, which would fall under ADA/Pregnancy Discrimination Act.

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Original Message:

Sent: 02-01-2018 14:22

From: Anonymous

Subject: FMLA for Birth of Baby Born Before One Year Anniversary

—
The law does not apply differently to a birth versus an injury sustained or illness. If an employee has not met the requirements of FMLA, then the employer has the option to terminate them. In this case, it seems that terminating the employee would be in bad taste, particularly since the anniversary date was only a few days away. A scenario that plays in my head is, what if the baby arrived a week early? I would not want to be the employer standing in front of a judge making that argument that potentially cost a woman her job and benefits after giving birth earlier than expected. In the event of an accident, the same rule would apply that it is up to the employer, but if you have an employee who has earned PTO that needs to use it unexpectedly, that also could get messy. If things are that close, the prudent course of action is to go with what benefits the employee.

Original Message:

Sent: 02-01-2018 13:58

From: Anonymous

Subject: FMLA for Birth of Baby Born Before One Year Anniversary

—
Someone who has a child four days before they qualify for FML, does qualify after the birth, for the birth itself and for bonding as soon as they reach one year of service (and of course 1,250 hours worked), and someone who has a serious accident four days before they reach one year would not qualify once they reach the one-year anniversary and 1,250 hours?

Please send a link or explain where all of this is really spelled out in detail.

Original Message:

Sent: 02-01-2018 13:22

From: Anonymous

Subject: FMLA for Birth of Baby Born Before One Year Anniversary

—
You

dan they still take FMLA for bonding when they reach the one year anniversary after having the baby.

[Catherine Grotegeers](#), 02-01-2018 12:52

She can take 12 weeks of continuous leave for bonding AND birth once she become eligible at the 12th month

Anonymonk

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Subject: FMLA for Birth of Baby Born Before One Year Anniversary

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Catherine Grotegeers SHRM-CP
Human Resources Assistant
St. Louis Public Library
Saint Louis

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201. [Re: FMLA for Birth of Baby Born Before One Year Anniversary](#)

[Reply to Group](#)



Feb 2, 2018 6:13 PM

Anonymous

—

If an employee has not met the requirements of FMLA, then the employer has the option to terminate them. In this case, it seems that terminating the employee would be in bad taste, particularly since the anniversary date was only a few days away.

Anonymous, 02-01-2018 14:22

A couple of things about that:

1. Yes, the employer could terminate this employee - at the risk of an ADA or PDA violation. Under the ADA the employer has an obligation to enter into the interactive process and under the PDA it must provide the same level of non-FMLA leave entitlement as it does to similarly situated employees who need the time for different reasons.

2. An employee who reports a future need for FMLA leave (even though they are not yet eligible) likely will be protected by the FMLA if the employee would be eligible by the time the leave is to begin. See [Pereda v. Brookdale](#).

Anonymous

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Catherine Grotegeers SHRM-CP
Human Resources Assistant
St. Louis Public Library
Saint Louis

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202. [Re: FMLA for Birth of Baby Born Before One Year Anniversary](#)

[Reply to Group](#)



Feb 2, 2018 6:16 PM

Anonymous

—

My understanding is you do not need the CHP if the request is for bonding time.

[Catherine Grotegeers](#), 02-01-2018 13:50

You can't require a certification for bonding time at all.

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Original Message:

Sent: 02-01-2018 13:50

From: Catherine Grotegeers
Subject: FMLA for Birth of Baby Born Before One Year Anniversary

So, if the child is born before the employee is eligible, do we need a the Certification of Healthcare (CHP) provider? My understanding is you do not need the CHP if the request is for bonding time. Would it be wrong to request a CHP if the request cannot be made until after the child is born? If so, what documentation do we have the right to request?

Catherine Grotegeers SHRM-CP
Human Resources Assistant
St. Louis Public Library
Saint Louis

Original Message:
Sent: 02-01-2018 13:11
From: Anonymous
Subject: FMLA for Birth of Baby Born Before One Year Anniversary

—

Yes. The only way she *wouldn't* be entitled to medical and/or bonding leave, is if her employment terminated prior to her FMLA eligibility date of May 19 (so long as all other criteria are met).

Most employees in this situation will need 6-8 weeks of post-delivery medical leave (for recuperation), and can then use whatever's left for bonding (if they wish).

Good luck.
Original Message:
Sent: 02-01-2018 12:52
From: Catherine Grotegeers
Subject: FMLA for Birth of Baby Born Before One Year Anniversary

If someone is due to have a baby on May 14 and they were hired on May 19 the year previous, can they still take FMLA for bonding when they reach the one year anniversary after having the baby.

Catherine Grotegeers SHRM-CP
Human Resources Assistant
St. Louis Public Library
Saint Louis

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203. [Re: File Under: Glad it Wasn't Me](#)

[Reply to Group](#)



Feb 2, 2018 12:07 PM
Anonymous

—

Lol - my guess is that supervisor will learn to disconnect his Bluetooth function in the future.

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Original Message:

Sent: 02-01-2018 11:48

From: Anonymous

Subject: File Under: Glad it Wasn't Me

—

Just got this story from a close friend (not in HR) and really wanted to share:

So a few employees are on a business trip with their supervisor and they've been riding around in his rental car going to different meetings all week. The other day when he connecting his Bluetooth to the car, Supervisor's Beyonce playlist started playing automatically and they all gave him a gentle, good-natured ribbing about it. This morning, they got in the car again and his Bluetooth immediately connected to his phone and began broadcasting the "adult entertainment" that he had been previously enjoying. Supervisor was mortified and nearly drove the car off the road trying to disconnect as fast as possible, while everyone else quickly started a conversation and pretended not to have noticed.

Hope everyone's day is going, at least, marginally better than any who was in that car this morning!

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204. [Re: File Under: Glad it Wasn't Me](#)

[Reply to Group](#)



Feb 2, 2018 6:05 PM
Anonymous

—

Just goes to show you can never be too careful. Funny that this person didn't learn after Beyoncé was playing...

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Original Message:
Sent: 02-01-2018 11:48
From: Anonymous
Subject: File Under: Glad it Wasn't Me

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205. [Re: Hiring Process- bimonthly application/orientation events](#)

[Reply to Group](#)



Feb 2, 2018 1:19 PM
Anonymous

—
â€œNot that this helps you, but these issues are what everyone is facing right now. You're not alone."

OP Here,

This is the most encouraging thing I have heard in weeks! Thank you!

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Original Message:
Sent: 02-01-2018 15:52
From: Anonymous
Subject: Hiring Process- bimonthly application/orientation events

I am hoping that if we start something like this, those who apply with little knowledge can learn more and really know if they want to work here before they start on a team and discover it is something completely different than what they expected.

Anonymous, 02-01-2018 11:31

Good thought, but you definitely won't weed all of those out completely.

Any tips on getting the information we need in order to put less physically fit folks in a department they would be less likely to be injured due to their health etc. We are not trying to avoid hiring qualified applicants, we just need to weed out the ones we know won't be able to handle the job because of the amount of physical work involved. Everyone always says "Hey, I can do it" when they are desperate for a job, but when they truly can not do the job, it causes a hardship on our teams...

Anonymous, 02-01-2018 11:31

Can you ask the ADA question on your app? Can you perform the essential functions of the position with or without accommodation? Ask during the interview as well to reiterate.

Finally, we drug screen all new hires (NC)- does the job offer have to be made before a drug screen can be administered or can we do this at the bimonthly applicant events?

Anonymous, 02-01-2018 11:31

Post offer.

Any advice on combatting this issue is helpful!!

Anonymous, 02-01-2018 11:31

Not that this helps you, but these issues are what everyone is facing right now. You're not alone.

Original Message:

Sent: 02-01-2018 11:31

From: Anonymous

Subject: Hiring Process- bimonthly application/orientation events

—

Hello everyone,

I work in a manufacturing company with about 125 employees and I am HR. I am the manager, assistant, generalist, director, all in one. There are no written policies or procedures except for what I have created over the last year to keep us as covered as I could in the amount of time that I had. It is still a MAJOR work in progress. Right now I am focusing on our hiring process.

I want to incorporate an orientation type of application process held bimonthly. I want to advertise specific days that we are accepting applications and have candidates apply in person, learn a little about the company and process of what we do and our key personnel. I am hoping that if we start something like this, those who apply with little knowledge can learn more and really know if they want to work here before they start on a team and discover it is something completely different than what they expected.

â€” In addition, the nature of most departments is very physical and I would like to have some sort of physical screening but I know that is not ok until post-offer. Any tips on getting the information we need in order to put less physically fit folks in a department they would be less likely to be injured due to their health etc. We are not trying to avoid hiring qualified applicants, we just need to weed out the ones we know won't be able to handle the job because of the amount of physical work involved. Everyone always says "Hey, I can do it" when they are desperate for a job, but when they truly can not do the job, it causes a hardship on our teams...

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Any advice on combatting this issue is helpful!!

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206. [Re: When the cat's away???](#)

[Reply to Group](#)



Feb 2, 2018 6:09 PM

Anonymous

—

Daily or weekly standups are super important! This creates an interdependent relationship with you and your staff member(s). How else will you connect and get on the same page? Talk to them! This sounds like you are venting without first trying to take control of the situation. Your part timer may really appreciate the change you make by communicating more.

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Original Message:

Sent: 02-01-2018 10:28

From: Anonymous

Subject: When the cat's away???

—

I have a part-time employee where I'm wondering what she does when I'm not in. There have been a couple of days in the last couple of months where I have asked her to do something while I'm out (conference or vacation day, etc.). When I return, it's not done or even started. I know that being in HR things pop up all the time whether it's employees with questions, a problem employee or situation, etc. but I am not sure how to determine if she is working at a reasonable speed or not. I know myself that sometimes projects take longer than expected. She works more on projects. I don't want to accuse her of slacking off if that is not the case. Any suggestions?

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207. [Re: Job Growth](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 1:40 PM

[Sara Neu](#)

Congratulations on your almost Master's in HR! One year of experience really is not that long, where I live most HR positions advertise that they require 3-5 years of experience for applicants. I would think about hanging in there until you get those 3-5 years. That, plus your Master's, would make you very marketable, at least in my state!

With that said, I personally would have a conversation with my boss to show my enthusiasm. I would not say anything about not feeling challenged, but phrase it as how I really would love the opportunity to have more responsibility and I feel like I'm ready for that and I would have a list of examples of what I have done for the company ready in case I needed it. Things that I have done that demonstrate my professionalism and responsibility. They still may not give you what you want, but at least you tried. Then you could start looking for another job if you felt that was necessary.

Good luck!

,

Sara Neu
Minnesota

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Original Message:
Sent: 01-31-2018 14:51
From: Anonymous
Subject: Job Growth

—
Hello everyone,

I have been in the HR field for almost a year and I am almost done with my masters in HR. Long story short, I am very grateful to my current employer for giving me the opportunity to come onboard and prove myself, which I strongly believe I have.

I have created the department at the firm, have created all HR related form and have recently started taking our files paperless and setting up a program to mange HR(again this is the basic list from many accomplishments).

That being said, I don't feel like the COO and Owner know or understand the value of HR for a firm that had 100 employees and growing. Every decision had to be approved by the COO, she won't let me onboard employees or do something as simple as employment verification, mind you my title is HR manager, and I have not even gotten to the part where I am still an hourly employee who has to clock in and out, don't have PTO and get paid less than 19 per hour.

I feel like my time has ran it's course here, as I feel that I am able to do so much more and I have so much knowledge to share and implement. Again, I am thankful and have done my part to be a team player, but when is it enough. I have asked the COO who handles everything here at the firm; various times to give me more responsibilities and let me do the onboarding and she simply says no.

In in your opinion and experience, should I continue being part of a company that does not challenge me, does not let me make decisions and does not allow me to grow.

I understand and there are always two side to every story, but atleast on my side, I can tell you that I have demonstrated my abilities, created an HR department,I have asked for more even when she says that she is overwhelmed with work and on vacation she still needs to do the onboarding and process payroll.

Thank you you all in advance for your input, I do know how to proceed, but I would love to hear the point of view of people that have been in this field and might have gone through a similar situation.

(Sorry for the long story, I was trying to keep it short)

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208. [Re: Starting a Career in HR](#)

[Reply to Group](#)



Feb 2, 2018 6:18 PM

Anonymous

—

You should be noticing by now that HR openings of all kinds have a surplus of applicants. In Utah for example, there are more candidates for HR jobs than available HR jobs. Not sure how this stacks up to the rest of the country but by my guess, not so different. Change up your resume to highlight your HR skills, leadership capabilities, and managerial style. Highlight your education and certifications at the top, and keep looking. To give you my individual account, I have a degree with Business and HR, many years of HR experience, and I competed for a good handful of HR jobs before landing my current role. While there are multiple factors to consider such as fit, relevant experience, etc., I was turned down at times. It's a bummer for sure, but don't let that get you down. Keep looking and be willing to relocate! Some companies love an educational pedigree beyond the schools right next to their doors.

-The HR Wizard

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Original Message:
Sent: 01-31-2018 13:27
From: Marilu Quinn
Subject: Starting a Career in HR

Hello, all, I have completed my MBA in Human Resource Management, and have not been able to find a suitable position to get started in this area. I have multiple transferrable skills from businesses, including managerial duties over direct reports (recruiting, hiring, coaching, reviewing, terminating, etc.). I have been in the corporate education world for quite a while as well. Any suggestions for getting a foot in the door in an "official" HR role?
Thanks!

[top](#)

[previous](#) [next](#)

209. [Re: Bamboo HR Software](#)

[Reply to Group](#)

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Feb 2, 2018 2:23 PM

[Debra Spearing](#)

There are different features that you can opt into at different price points, but we use all the features with the exception of payroll and it runs around \$12/month/employee so with 30-ish employees it's a little over \$4K/year. I believe their payroll function was going to be an additional \$4.50/employee/month, but don't quote me on that.

Their service and sales people are really excellent, so if you're interested in more information I would encourage you to reach out and get a quote tailored to your company's needs.

Good luck!

Deb Spearing
VP of HR
Buffalo, NY

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Original Message:
Sent: 01-31-2018 16:18
From: Anonymous
Subject: Bamboo HR Software

—

High jacking the OP thread, Debra do you mind sharing the cost of having Bambo HR for your company we are a similar size.

We currently pay about 5-6k for our HRIS .

Original Message:

Sent: 01-31-2018 14:02

From: Debra Spearing

Subject: Bamboo HR Software

My company has been using BambooHR for about a year, although I only came onboard in October so they weren't using a lot of the features until I got here. Personally, I love BambooHR and it has been perfect for our small-ish company of about 35 employees. The interface is very user-friendly and the handful of times I've needed support, their customer service team has been super responsive and helpful. The reasonable price point makes it a great value as well.

There are other products out there that have more bells and whistles I suppose, but I've worked with a number of them and I think that sometimes less is more - especially if you want to empower employees to manage their own information, PTO, performance goals, etc. BambooHR has everything I need and nothing that I don't.

Deb Spearing

VP of HR

Buffalo, NY

Original Message:

Sent: 01-31-2018 13:17

From: Mendy Kelley

Subject: Bamboo HR Software

Hi, I am researching HR tools for recruiting (job postings), on-boarding, and time/PTO tracker. We currently use only the on-boarding portion of Hireology, but was wondering if anyone has experience with BambooHR and what your thoughts are about the software.

Mendy Kelley

Director of Internal Operations & HR

Iprecheck, LLC

Cincinnati OH

[top](#)

[previous](#)

210. [Re: Employee Handbook Translated to Spanish](#)

[Reply to Group](#)

[Reply to Sender](#)



Feb 2, 2018 12:33 PM

[Wendy Lorenz](#)

Thank you!!

page 201 of 203

Wendy Lorenz SHRM-SCP
HR Manager
Covington LA

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Original Message:
Sent: 02-01-2018 14:16
From: Ashlee King
Subject: Employee Handbook Translated to Spanish

We used Southeast Spanish and were very happy with them!
[Nationwide Certified Spanish and English Translators](#)

Southeastspanish



Nationwide Certified Spanish and
English Translators
(877) 374-0095, US-Based
Professional Document Translators,
Specializing in Employee Handbook
Translation to Spanish and USCIS
Birth Certificate Translation to English,
Never Outsourced

[View this on Southeastspanish >](#)

Ashlee King
Human Resources Admin
Baltimore MD

Original Message:
Sent: 01-31-2018 12:07

page 202 of 203

From: Wendy Lorenz
Subject: Employee Handbook Translated to Spanish

Good Morning!! We are considering having our Employee Handbook translated into Spanish. Does anyone have a service they've used for this that you would recommend?

TIA!

Wendy Lorenz SHRM-SCP
HR Manager
Covington LA

You are subscribed to "General HR" as therese.rodriguez@carlsbad.k12.nm.us. To change your subscriptions, go to [My Subscriptions](#). To unsubscribe from this community discussion, go to [Unsubscribe](#).

From: "Juhree Cope" <Juhree.Cope@CarlsbadSchools.net>
Sent Date: Mon, 29 Jan 2018 08:31:21 -0700 (MST)
Subject: GO BOND PO - ABDO
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments: Copy of CARLSBAD MONTERRERY ABDO SPRING FOR PO.xlsm (9.51 MB) CMS Libraries Purchase Order Request - ABDO GO BOND 2018.xlsx (17.29k)

Thank You!!

Juhree

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>
Sent Date: Mon, 12 Feb 2018 08:29:28 -0700 (MST)
Subject: GO BOND with ABDO
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:ABDO FEB 18 (003).xlsm (9.1 MB) CMS Libraries Purchase Order Request - ABDOsp18.xlsx (18.97k)

Good morning Lorie,

I have tried my best to fill out the form. I couldn't get the x next to GO Bond and tried to put the total in but went wacko on me. So instead of messing that one up...Here is what I could get. Slowly but surely I am going to get all this again. Thanks!

Julie Klein
Sunset Elementary Library
julie.klein@carlsbad.k12.nm.us

From: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>
Sent Date: Tue, 27 Feb 2018 11:58:30 -0700 (MST)
Subject: go bonds...
To: "Lorie Mitchell" <Lorie.Mitchell@CarlsbadSchools.net>

Attachments:CMS Libraries Purchase Order Request - ABDOsp18.xlsx (18.99k) ABDO FEB 18 (003).xlsm (9.1 MB)

Good afternoon Lorie,

I sent the Capstone Go Bond into Cathy. You do have the ABDO one also right? Here it is again in case. I still can't get editing to let me put the x in front of Go Bond. I did put the total in at the top and didn't see it at the final cost. Only this one left. Thanks.

Julie

Julie Klein
Sunset Elementary Library
julie.klein@carlsbad.k12.nm.us

From: "Reyes, Rebecca, PED" <Rebecca.Reyes@state.nm.us>
Sent Date: Tue, 27 Mar 2018 16:03:17 -0600 (MDT)
Subject: HR Meeting 3/27/2018
To: "Christopher Pash" <cpash@fms.k12.nm.us>

Attachments: Professional Licensure Bureau Quick Guide 02-19-2018.docx (506.53k) HR Meeting 3-26-2018.pptx (666.44k) NMPED INVESTIGATIONS.PPTX (1.1 MB)

Good Afternoon,
Please see attached from this morning's Webinar, I tried to attach the recording but it says it is too big to send, my apologies. Please let me know if you have any questions or concerns.

Thanks,

Rebecca Reyes

Director-Professional Licensure Bureau

Public Education Department

120 S. Federal Place Room 105

Santa Fe NM 87501

Mailing Address:

300 Don Gaspar

Santa Fe NM 87501

Phone # 505-827-1436

Fax # 505-827-1449

From: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>
Sent Date: Thu, 1 Mar 2018 23:52:53 -0700 (MST)
Subject: legal paper
To: "Dana Bradley" <Dana.Bradley@CarlsbadSchools.net>, "Gary Bradley" <Gary.Bradley@CarlsbadSchools.net>

Attachments:Legal Issues of Social Media and Student Athletes.docx (29.88k)

Hello,

I have attached what I have done so far. I still need to double check my in-text APA citations and create my end page references. He said it needed to be no shorter and no longer than five pages. If you think it needs to go a little longer on that 5th page just let me know. I just thought I would send you what I have done so far so you can look over it and let me know if you need any changes made.

Thanks,
Danelle

From: "Tammie Hardt" <Tammie.Hardt@CarlsbadSchools.net>
Sent Date: Mon, 5 Mar 2018 14:37:52 -0700 (MST)
Subject: Lesson Plans
To: "Eric Spencer" <Eric.Spencer@CarlsbadSchools.net>

Attachments:Hardt.English.11.12.3.5.18.Unit3.218.docx (81.63k) Hardt.English.11.12.3.5.18.Unit3.211.docx (106.96k)

Lesson plans.

From: "Kristin Rountree" <Kristin.Rountree@CarlsbadSchools.net>
Sent Date: Sun, 11 Feb 2018 11:01:52 -0700 (MST)
Subject: <no subject>
To: "melanie_rountree@hotmail.com" <melanie_rountree@hotmail.com>

Attachments: 525 assn 1.docx (29.5k)

From: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>
Sent Date: Thu, 1 Mar 2018 14:53:36 -0700 (MST)
Subject: <no subject>
To: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>, "danelle.morrill@gmail.com" <danelle.morrill@gmail.com>

Attachments:Legal Issues of Social Media and Student Athletes.docx (25.41k)

From: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>
Sent Date: Sun, 11 Mar 2018 14:17:29 -0600 (MDT)
Subject: <no subject>
To: "Adam Amador" <Adam.Amador@CarlsbadSchools.net>

Attachments:ATT00001.txt (28 bytes) APS Student Handbook WEB -ENGLISH- 2017-2018.pdf (3.66 MB)

<http://www.aps.edu/service-center/documents/APSStudentHandbookWEBENGLISH20172018.pdf>

Sent from my iPad

From: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>
Sent Date: Fri, 2 Mar 2018 07:44:00 -0700 (MST)
Subject: <no subject>
To: "Danelle Morrill" <Danelle.Morrill@CarlsbadSchools.net>, "danelle.morrill@gmail.com" <danelle.morrill@gmail.com>

Attachments:Legal Issues of Social Media and Student Athletes w citation.docx (30.85k)

From: "April Chairez" <April.Chairez@CarlsbadSchools.net>
Sent Date: Fri, 23 Feb 2018 09:36:12 -0700 (MST)
Subject: <no subject>
To: "April Chairez" <April.Chairez@CarlsbadSchools.net>

Attachments: Vocabulario de Constitucion.docx (19k) Constitution Level 5-6 NM-1.docx (12.1 MB)

April Chairez
Bilingual Teacher-Desert Willow

From: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>
Sent Date: Sun, 4 Mar 2018 18:59:12 -0700 (MST)
Subject: <no subject>
To: "Gregory Rodriguez" <Gregory.Rodriguez@CarlsbadSchools.net>

Attachments:ATT00001.htm (496 bytes) considerations-in-response-to-school-violence.pdf (235.16k)

Greg Rodriguez, PhD
Superintendent
Carlsbad Municipal Schools
Sent from my iPhone

From: "Kristin Rountree" <Kristin.Rountree@CarlsbadSchools.net>
Sent Date: Sun, 25 Feb 2018 12:46:13 -0700 (MST)
Subject: <no subject>
To: "Karli Click" <Karli.Click@CarlsbadSchools.net>

Attachments:560 Spring 2 (CH 2).docx (30.28k)

This is what I have gotten done. I hope they're right. I can't focus today. I am going to finish later.

From: "Therese Rodriguez" <Therese.Rodriguez@CarlsbadSchools.net>
Sent Date: Thu, 12 Apr 2018 06:36:01 -0600 (MDT)
Subject: Professional Licensure Bureau Quick Guide 02-19-2018.docx
To: "Therese Rodriguez" <Therese.Rodriguez@CarlsbadSchools.net>

Attachments:ATT00001.txt (32 bytes) Professional Licensure Bureau Quick Guide 02-19-2018.docx (506.53k)

Sent from my iPhone

From: "Therese Rodriguez" <Therese.Rodriguez@CarlsbadSchools.net>
Sent Date: Wed, 11 Apr 2018 18:49:44 -0600 (MDT)
Subject: Professional Licensure Bureau Quick Guide 02-19-2018.docx
To: "Therese Rodriguez" <Therese.Rodriguez@CarlsbadSchools.net>

Attachments:ATT00001.txt (32 bytes) Professional Licensure Bureau Quick Guide 02-19-2018.docx (506.53k)

Sent from my iPhone

From: "The Leaders Edge" <communications@aasa.org>
Sent Date: Wed, 14 Mar 2018 16:05:25 -0600 (MDT)
Subject: Public Schools Week Taking Place Now Through March 16
To: <greg.rodriquez@carlsbad.k12.nm.us>



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March 14, 2018

AASA NEWS

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U.S. Secretary of Education Betsy DeVos announced the availability of new Federal assistance for schools, school districts, and students who were impacted by Hurricanes Harvey, Irma and Maria and the 2017 California wildfires. [Learn more.](#)

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NATIONAL DAY OF
ACTION AGAINST
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IN SCHOOLS



Say 'No More' to Gun Violence in Our Schools

AASA is proud to support the National Day of Action to Stop Gun Violence in Our Schools. How are you planning to support students as they prepare to engage in civic actions and advocacy around gun violence in schools? Our members have reached out to us for ideas on balancing their professional and educational responsibilities to educate all students

We provide teachers, principals, and instructional coaches one-on-one coaching that supports learner-centered classrooms. Our classroom-embedded approach utilizes data-driven decision making to ensure that you'll get the most out of your investment in building instructional capacity. Schedule a free consultation customized for your district.

Now there's a better place and time for students to take the SAT®. SAT School Day lets schools, districts, and states administer the SAT to juniors and seniors in school, on a weekday—expanding access to the globally recognized college admission test. [Visit satschoolday.org](http://Visit.satschoolday.org) to learn more.

and support their community and students' first amendment rights. Here are some considerations for administrators as well as ways to [get involved in the National Day of Action](#).

YOUR VOICE

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Gary Zittergruen, superintendent, Benton Community School District, Iowa, via [Twitter](#).

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From: "The Leaders Edge" <communications@aasa.org>
Sent Date: Wed, 14 Mar 2018 16:05:33 -0600 (MDT)
Subject: Public Schools Week Taking Place Now Through March 16
To: <lavern.shan@carlsbad.k12.nm.us>



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From: "Ryan J McDavis" <ryan@atixa.org>
Sent Date: Wed, 25 Apr 2018 07:37:26 -0600 (MDT)
Subject: Re: [ATIXA] Member Anonymous Question: Student Posting on Pornhub
To: <atixa@googlegroups.com>

Attachments: image008.png (5.94k) image007.png (3.6k) image006.png (2.87k) image005.png (23.74k) image004.png (5.94k) image003.png (3.6k) image002.png (2.87k) image001.png (23.74k)

Follow up to this question from yesterday:

Do you have any suggestions to stop the student from posting that she is a student at our institution in her profile?

Best Regards,

Ryan J. McDavis MSL, MPA
Executive Director
Association of Title IX Administrators



1109 Lancaster Avenue
Berwyn, PA 19312
Tel. (610) 993-0229...ext 1009
Mobile (610) 256-0986
Fax (610) 993-0228
www.nchem.org
Ryan@atixa.org



ATIXA urges you to consider the environment before printing this e-mail

From: <atixa@googlegroups.com> on behalf of Ryan J McDavis <ryan@atixa.org>
Reply-To: <atixa@googlegroups.com>
Date: Tuesday, April 24, 2018 at 5:51 PM
To: <atixa@googlegroups.com>

page 1 of 3

Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

A female student has an account and is posting on Pornhub. The student posted:

- her real name,
- that she is a student at our institution (including the name our institution), and
- revealing photos that appear to be taken inside a dorm room on our campus

We are a private institution. Our student affairs department wants to act swiftly to address the page. We are less concerned about the first amendment freedoms, and more concerned about the student responding that the page is a job and that she pays for school using the page.

Have any other private institutions faced a similar situation? If so, any recommendations on how to handle?

Best Regards,

Ryan J. McDavis MSL, MPA
Executive Director
Association of Title IX Administrators



1109 Lancaster Avenue
Berwyn, PA 19312
Tel. (610) 993-0229...ext 1009
Mobile (610) 256-0986
Fax (610) 993-0228
www.nchem.org
Ryan@atixa.org



ATIXA urges you to consider the environment before printing this e-mail

--

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page 2 of 3

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To view this discussion on the web visit <https://groups.google.com/d/msgid/atixa/8840C521-3EDD-4282-8D85-9EBB511EC4C9%40atixa.org>.

For more options, visit <https://groups.google.com/d/optout>.

From: "Jyl Shaffer" <jylshaffer@gmail.com>
Sent Date: Wed, 25 Apr 2018 08:57:51 -0600 (MDT)
Subject: Re: [ATIXA] Member Anonymous Question: Student Posting on Pornhub
To: <atixa@googlegroups.com>

Attachments: image007.png (3.6k) image004.png (5.94k) image006.png (2.87k) image002.png (2.87k) image001.png (23.74k) image005.png (23.74k) image003.png (3.6k) image008.png (5.94k)

Do you stop students from posting their affiliation with your institution on any other forum? I would say listing their affiliation to a particular school on a pornhub account is no different then listing it on LinkedIn. It's all about making professional connections and getting jobs. You gotta work with what you got.

Given the amount of money made by fetishizing school girls and college-going women (including shows on mainstream TV channels), she may be using that identity to her advantage. I'd encourage her to go into marketing, if that major is available at your institution.

If nothing else, you may encourage her to consider how much she shares on the site as part of her overall safety plan, but not including her college affiliation doesn't mean she would be safer. It's simply a choice she should plan for. Unless you're well versed in sex work advocacy, I would suggest leaving in depth conversations about safety planning to someone confidential, like a counselor or advocate. You can also refer the student to sex work advocacy groups:

<http://desireealliance.org>
<http://www.swopusa.org>
<http://sexworkersproject.org>

Sincerely,

Jyl Shaffer

On Wed, Apr 25, 2018 at 7:37 AM, Ryan J McDavis <ryan@atixa.org> wrote:

Follow up to this question from yesterday:

Do you have any suggestions to stop the student from posting that she is a student at our institution in her profile?

Best Regards,

Ryan J. McDavis MSL, MPA

Executive Director

Association of Title IX Administrators



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www.ncherm.org

Ryan@atixa.org



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From: <atixa@googlegroups.com> on behalf of Ryan J McDavis <ryan@atixa.org>

Reply-To: <atixa@googlegroups.com>

Date: Tuesday, April 24, 2018 at 5:51 PM

To: <atixa@googlegroups.com>

Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

A female student has an account and is posting on Pornhub. The student posted:

- her real name,
- that she is a student at our institution (including the name our institution), and
- revealing photos that appear to be taken inside a dorm room on our campus

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Have any other private institutions faced a similar situation? If so, any recommendations on how to handle?

Best Regards,

Ryan J. McDavis MSL, MPA

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From: "Brett Sokolow" <brett@atixa.org>
Sent Date: Wed, 25 Apr 2018 10:41:14 -0600 (MDT)
Subject: Re: [ATIXA] Member Anonymous Question: Student Posting on Pornhub
To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Attachments: image009.png (5.95k) image008.png (3.61k) image007.png (2.87k) image006.png (23.74k) image005.png (23.74k) image004.png (5.94k) image003.png (3.6k) image002.png (2.87k) image001.png (23.68k)

For reference, you might look at some of the coverage of how Duke handled it when "Belle Knox" became a famous adult film star, briefly.

Regards,
Brett A. Sokolow
Brett A. Sokolow, Esq.
President



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Fax (610) 993-0228
www.atixa.org
Brett@atixa.org



ATIXA is the professional home for thousands of campus and school Title IX administrators

Law has no meaning or relevance outside of society. It both shapes and is shaped by the society in which it functions. Law is made by humans. It protects, controls, burdens, and liberates humans. Like the humans who make it, Law is biased, noble, aspirational, short-sighted, flawed, messy, unclear, brilliant, and constantly changing. If you think that Law is merely a set of rules to be taught and learned, you are missing the beauty of Law and the point of law school ~ anonymous law professor

Advice given to members by ATIXA is not intended as, and should not be taken as, legal advice. Please consult with a licensed attorney in your jurisdiction before acting on any information provided in a professional listserv. I expressly authorize you to share this email with your colleagues internal to your member organization. I do not authorize you to share this email with any outside person or entity that is not an ATIXA member.

From: <atixa@googlegroups.com> on behalf of Jyl Shaffer <jylshaffer@gmail.com>
Reply-To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Date: Wednesday, April 25, 2018 at 8:44 AM

To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Subject: Re: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

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<http://sexworkersproject.org>

Sincerely,

Jyl Shaffer

On Wed, Apr 25, 2018 at 7:37 AM, Ryan J McDavis <ryan@atixa.org> wrote:

Follow up to this question from yesterday:

Do you have any suggestions to stop the student from posting that she is a student at our institution in her profile?

Best Regards,

Ryan J. McDavis MSL, MPA
Executive Director
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page 2 of 4

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Ryan@atixa.org



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Reply-To: <atixa@googlegroups.com>
Date: Tuesday, April 24, 2018 at 5:51 PM
To: <atixa@googlegroups.com>
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From: "Belinda Guthrie" <guthrie.belinda@gmail.com>
Sent Date: Wed, 25 Apr 2018 10:28:04 -0600 (MDT)
Subject: Re: [ATIXA] Member Anonymous Question: Student Posting on Pornhub
To: <atixa@googlegroups.com>

Attachments: image008.png (5.94k) image004.png (5.94k) image005.png (23.74k) image001.png (23.74k) image006.png (2.87k) image002.png (2.87k) image007.png (3.6k) image003.png (3.6k)

You could act to restrict use of your institution's name, logo, or other trademarked material in accordance with your school's policies on student business activity. Review your policy including your IT access and use policies to determine if your school prohibits the following:

- Solicitation and business activity by anyone living in any housing owned by the University/college housing to operate a private business or otherwise engage in commercial activities from the premises
- Use of the university/college name or logo, listing a dormitory address, university mail or email address, or university website in conjunction with any business enterprise, or in any way that suggests that the university/college endorses or sponsors the business.

Application of these policies should be consistently applied not just for student business activity related to pornographic video sharing websites.

On Wed, Apr 25, 2018 at 6:37 AM, Ryan J McDavis <ryan@atixa.org> wrote:

Follow up to this question from yesterday:

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Best Regards,

Ryan J. McDavis MSL, MPA

Executive Director

Association of Title IX Administrators



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www.ncherm.org

Ryan@atixa.org



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From: <atixa@googlegroups.com> on behalf of Ryan J McDavis <ryan@atixa.org>

Reply-To: <atixa@googlegroups.com>

Date: Tuesday, April 24, 2018 at 5:51 PM

To: <atixa@googlegroups.com>

Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

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From: "Brett Sokolow" <brett@atixa.org>
Sent Date: Tue, 24 Apr 2018 16:34:42 -0600 (MDT)
Subject: Re: [ATIXA] RE: Member Anonymous Question: Student Posting on Pornhub
To: "atixa@googlegroups.com" <atixa@googlegroups.com>

Attachments: image004.png (5.94k) image003.png (3.6k) image002.png (2.87k) image001.png (23.74k)

Good suggestion, Tim. I'd also see if you can help her find a local or on-campus job, if this is income-related.

Brett A. Sokolow, Esq.
President & CEO, The NCHERM Group, LLC.
Founder & Board Chair, NABITA
President, ATIXA
610.993.0229
Brett@Ncherm.org
www.Ncherm.org
www.Nabita.org
www.Atixa.org
Sent from my iPhone

On Apr 24, 2018, at 3:31 PM, Timothy Doyle <tdoyle1@cbu.edu> wrote:

While you could consider investigating this as an "Exploitation" case (perhaps the student has a "sponsor" via the site), at my institution we'd move to shut it down under our Residence Life policy that states: "No student is to permit his or her room to be used for any commercial purpose." I'd check with your housing folks to see if they have a policy that's similar.

Good luck,

Tim Doyle

From: atixa@googlegroups.com [<mailto:atixa@googlegroups.com>] **On Behalf Of** Ryan J McDavis
Sent: Tuesday, April 24, 2018 4:52 PM
To: atixa@googlegroups.com
Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

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Best Regards,

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<image001.png>

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<image002.png><image003.png><image004.png>

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From: "Floiran, Angelo" <afloiran@newhaven.edu>
Sent Date: Tue, 24 Apr 2018 18:06:06 -0600 (MDT)
Subject: Re: [ATIXA] RE: Member Anonymous Question: Student Posting on Pornhub
To: "atixa@googlegroups.com" <atixa@googlegroups.com>, "atixa@googlegroups.com" <atixa@googlegroups.com>

The amateur Pornhub models get paid a percentage of ad revenue based on their downloads and view... comments indicate they are getting paid after about a thousand views and make money within a week.

Some of these girls are doing it for legit reasons such as going through school.. they basically get to be in the porn business and call the shots.. people they know and trust to be partners with and make easy money.. it is safer then being an escort or a stripper

The bigger issue is if the models are being pimped or trafficked... this is another venue for the pimps and traffickers to milk more money out of their victims

Get [Outlook for iOS](#)

From: atixa@googlegroups.com <atixa@googlegroups.com> on behalf of Brett Sokolow <brett@atixa.org>
Sent: Tuesday, April 24, 2018 5:34:42 PM
To: atixa@googlegroups.com
Subject: Re: [ATIXA] RE: Member Anonymous Question: Student Posting on Pornhub

Good suggestion, Tim. I'd also see if you can help her find a local or on-campus job, if this is income-related.

Brett A. Sokolow, Esq.
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www.ncherm.org
Ryan@atixa.org

<image002.png><image003.png><image004.png>

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From: "Jyl Shaffer" <jylshaffer@gmail.com>
Sent Date: Tue, 24 Apr 2018 21:13:15 -0600 (MDT)
Subject: Re: [ATIXA] RE: Member Anonymous Question: Student Posting on Pornhub
To: <atixa@googlegroups.com>

If you have a policy that students cannot use residence hall space for economic enterprises, then she should be notified that she cannot host clients and/or video chats, etc. from her residence hall without violating the policy.

If she is posting photographs that she is directly making money from, then she should be told that would violate the policy, too. But if she's simply posting selfies, revealing or otherwise, as part of her profile, then I would ask if you would have the same conversation with any student who used a selfie from their room in advertisement, etc. If you wouldn't care if a student used a selfie from their room that they then used to advertise their services as a babysitter, then you're not consistently applying your policy about using their hall room to make money.

I would avoid discussions about whether or not the student would be interested in a job on campus or any other discussion point that indicates her decision to go into this particular line of work should be reconsidered. I would also avoid asking if she is being pressured, has a pimp, etc. if she doesn't, it reinforces the idea that the work is shameful, and if she does, she's really not going to tell you if that's your starting point (especially if you're telling her she can't work in the room). If you offer on campus student work that can match any kind of sex work, please let me know which school you are because I want to be a student there.

When I have worked with students who work in any kind of sex work, I encourage them to have a solid safety plan and to use the counseling center if they need to check in on those plans. So many of our students engage in sex work and for a variety of reasons. If we shame or otherwise discourage the work, we perpetuate the kind of secrecy that facilitates trafficking and violence against sex workers.

Sincerely,
Jyl Shaffer

On Tue, Apr 24, 2018 at 4:34 PM, Brett Sokolow <brett@atixa.org> wrote:

Good suggestion, Tim. I'd also see if you can help her find a local or on-campus job, if this is income-related.

Brett A. Sokolow, Esq.
President & CEO, The NCHERM Group, LLC.
Founder & Board Chair, NABITA
President, ATIXA
610.993.0229
Brett@Ncherm.org
www.Ncherm.org
www.Nabita.org
www.Atixa.org
Sent from my iPhone

On Apr 24, 2018, at 3:31 PM, Timothy Doyle <tdoyle1@cbu.edu> wrote:

While you could consider investigating this as an "Exploitation" case (perhaps the student has a "sponsor" via the site), at my institution we'd move to shut it down under our Residence Life policy

that states: “No student is to permit his or her room to be used for any commercial purpose.” I’d check with your housing folks to see if they have a policy that’s similar.

Good luck,

Tim Doyle

From: atixa@googlegroups.com [<mailto:atixa@googlegroups.com>] **On Behalf Of** Ryan J McDavis
Sent: Tuesday, April 24, 2018 4:52 PM
To: atixa@googlegroups.com
Subject: [ATIXA] Member Anonymous Question: Student Posting on Pornhub

A female student has an account and is posting on Pornhub. The student posted:

- her real name,
- that she is a student at our institution (including the name our institution), and
- revealing photos that appear to be taken inside a dorm room on our campus

We are a private institution. Our student affairs department wants to act swiftly to address the page. We are less concerned about the first amendment freedoms, and more concerned about the student responding that the page is a job and that she pays for school using the page.

Have any other private institutions faced a similar situation? If so, any recommendations on how to handle?

Best Regards,

Ryan J. McDavis MSL, MPA

Executive Director

Association of Title IX Administrators

<image001.png>

[1109 Lancaster Avenue](#)

[Berwyn, PA 19312](#)

Tel. (610) 993-0229...ext 1009

Mobile (610) 256-0986

Fax (610) 993-0228

www.ncherm.org

Ryan@atixa.org

<image002.png><image003.png><image004.png>

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For more options, visit <https://groups.google.com/d/optout>.

From: "Karli Click" <Karli.Click@CarlsbadSchools.net>
Sent Date: Sun, 25 Feb 2018 09:47:09 -0700 (MST)
Subject: Re: College course
To: "Kristin Rountree" <Kristin.Rountree@CarlsbadSchools.net>

Attachments: Karli Click EDAD 560 A2.docx (31.28k)

Here is what I have done so far.

From: Kristin Rountree
Sent: Thursday, February 22, 2018 8:58 AM
To: Karli Click
Subject: RE: College course

Oh that's a good question. I bet we have to have it by the beginning of the school year. But I can ask Kelly to be sure

From: Karli Click
Sent: Thursday, February 22, 2018 8:57 AM
To: Kristin Rountree <Kristin.Rountree@CarlsbadSchools.net>
Subject: RE: College course

You're welcome. So on another note - for that 2018-2019 school year paper we got from Kelly Yates, what are checking? Are you going to check Master's Degree and add a note that you will get it in December? I don't know what to do and you always know what to do haha.

From: Kristin Rountree
Sent: Thursday, February 22, 2018 8:54 AM
To: Karli Click <Karli.Click@CarlsbadSchools.net>
Subject: RE: College course

Thank you! I haven't even looked at the assignment lol

From: Karli Click
Sent: Thursday, February 22, 2018 8:53 AM
To: Kristin Rountree <Kristin.Rountree@CarlsbadSchools.net>
Subject: FW: College course

For Assignment 2 in EDAD 560.

From: Allison Hervol
Sent: Thursday, February 22, 2018 8:11 AM
To: Karli Click <Karli.Click@CarlsbadSchools.net>
Subject: RE: College course

Yes, at the board meeting they always allow people to bring concerns/suggestions. They have to sign up at the beginning and then have 2 minutes to address the board. I'm assuming that is what they mean by open forum. J

From: Karli Click

Sent: Wednesday, February 21, 2018 7:04 PM

To: Allison Hervol <Allison.Hervol@CarlsbadSchools.net>

Subject: College course

Good evening! For one of my college assignments, I am required to ask you this:
Does our district policy or our school have an "open forum"?
Thank you!

Sent from my iPhone

From: "William Quintana" <wquintan@ad.nmsu.edu>
Sent Date: Thu, 1 Mar 2018 10:06:18 -0700 (MST)
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?
To: "Philip Braker" <pbraker@nmsu.edu>

I have resisted the temptation, but I cannot any more.

Climate change is real, is not a matter of opinion. As a chemist, I can tell you with 100% of certainty, molecules do what they do, they do not take a poll and decide to behave on a certain way because public opinion says something different.

A rational debate can be engaged, I suppose, but facts are facts. Carbon dioxide, natural gas and other gases do not care about our opinion, the scientific data on this phenomenon is solid, has been verified, the conclusion is that the temperature of the planet is increasing due to the increase of these gases in our atmosphere.

Earth is a system at equilibrium and as such it would react accordingly to the perturbation of its equilibrium position, to achieve a new equilibrium position. Are there have been periods during Earth history in which the planet was warmer? Yes, but the excess carbon dioxide was removed by the oceans and plants. Now our oceans are contaminated with plastics; forests and jungles are being cleared cut. To pretend that humanity has no role in this change is not correct.

At any rate, the speaker decided to cancel his presentation, no reason was given. I, for one, would have not dignified his nonsense by attending his presentation.

If somebody is offended by what I say, my apologies. But as a scientist, I look at evidence and follow it whenever it leads. In this case, climate change is real.

William Quintana
Professor and Department Head
wquintan@ad.nmsu.edu

On Mar 1, 2018, at 9:53 AM, Philip Braker <pbraker@nmsu.edu> wrote:

I am really concerned with this sentence:

“... a controversial speaker whose message is counter to respectable scholarship to campus”

My feeling is that campus should be the perfect place to introduce students to “counter” views. Hearing people with counter views allow students to bring their perception of those views into classrooms and discuss and debate them in a healthy respectable manner. It's when students are told that the views are wrong, unacceptable, not allowed, and there's no discussion or debate that we start creating counter cultures that can be very unhealthy for everyone. We start sounding like the Catholic church in the dark ages. That didn't work out for anyone.

P Braker

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] **On Behalf Of** Julie Steinkopf
Sent: Wednesday, February 28, 2018 11:15 AM
To: Hiranya Roychowdhury <hroychow@nmsu.edu>; Joan Crowley <jcrowley@nmsu.edu>; Andrea Orzoff <aorzoff@nmsu.edu>
Cc: faculty-talk <faculty-talk@lists.nmsu.edu>
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I asked the faculty advisor of SAF about the funding. Here is what he said:

"From what I understand it was a personal favor to one of the group's student members."

He said that the president of the group will confirm this. I emailed that student but have yet to hear a response...will keep you updated...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Wednesday, February 28, 2018 9:20:44 AM
To: Hiranya Roychowdhury; Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I agree - good points.

I know who the faculty advisor and the president is. I'll contact them on this...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Hiranya Roychowdhury <hroychow@nmsu.edu>
Sent: Wednesday, February 28, 2018 8:49:04 AM
To: Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

Regardless of the timing of your email, Joan, these points need some looking into. I seem to remember hearing about a faculty sponsor for this SAF group when the Horowitz guy came to town. I forget who it was.

Hiranya S. Roychowdhury, Ph.D.
Professor
Department of Science
Division of Science, Engineering and Math
NMSU-Dona Ana Community College
575 527 7725 (office)

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Joan Crowley <jcrowley@nmsu.edu>
Sent: Tuesday, February 27, 2018 10:42:47 PM
To: Andrea Orzoff
Cc: faculty-talk
Subject: Faculty-talk Climate change denier using NMSU for credibility?

Of course, everyone has freedom of speech, and the ACLU did support a Nazi march through the Jewish community of Skokie. But freedom of speech does not imply a right to speak anywhere. Skokie was required to allow Nazis to use public thoroughfares, but not to pay their expenses.

NMSU recently had a problem with a student group selling Girl Scout cookies, and apparently they looked carefully at the student group and at the implications.

Has NMSU done a similar review of the finances of the group proposing to bring a controversial speaker whose message is counter to respectable scholarship to campus. Presumably, Whittle will add NMSU to his resume to make himself look credible. That means we are lending him our respectability.

Who constitutes Students for Academic Freedom? Who is their academic sponsor? And who is funding this group and this speaker? I assume he is not coming on his own nickel. If outside funds are being used, are they in the same suspect category as Girl Scouts? Under what rules is SAF accessing NMSU facilities? I see much more value in giving everyone access to Thin Mints.

As Daniel Moynihan (supposedly) said, you are entitled to your own opinion but you are not entitled to your own facts. It irks me to see NMSU exploited once again for a counter-factual agenda in the name of academic freedom.

Joan Crowley
Criminal Justice, Emerita.

On Feb 27, 2018, at 10:30 AM, Andrea Orzoff <aorzoff@nmsu.edu> wrote:

Hi all:

The best response to this event would be to organize a counter-event across campus, at the same time as this guy's talk, widely publicized. Free food would be a good idea, too -- more of a draw.

Julie, I'd be happy to help organize, although I wouldn't be able to attend the event myself.

I agree that our hope should be a collective yawn and an empty room, but we can do some groundwork to make sure that happens.

Andrea

--

Andrea Orzoff
Associate Professor of History

New Mexico State University
Las Cruces, NM 88003
575.646.4612
aorzoff@nmsu.edu
<http://history.nmsu.edu/people/faculty/orzoff/>

The purpose of poetry is to remind us
how difficult it is to remain just one person,
for our house is open, there are no keys in the doors,
and invisible guests come in and out at will. --Czeslaw Milosz

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of faculty-talk-request@lists.nmsu.edu <faculty-talk-request@lists.nmsu.edu>
Sent: Tuesday, February 27, 2018 9:58:59 AM
To: faculty-talk
Subject: Faculty-talk Digest, Vol 117, Issue 37

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You can reach the person managing the list at
faculty-talk-owner@lists.nmsu.edu

When replying, please edit your Subject line so it is more specific
than "Re: Contents of Faculty-talk digest..."

Today's Topics:

1. climate change denier and white supremacist speaking on campus (Julie Steinkopf)
2. Re: climate change denier and white supremacist speaking on campus (Jamie Bronstein)
3. Re: climate change denier and white supremacist speaking on campus (Samuel Goldman)
4. Re: climate change denier and white supremacist speaking on campus (Daniel Vega-Albela)
5. climate change denier and white supremacist speaking on campus (Frank Ward)
6. Girls on outdoor Adventure for Leadership and Science (GALS) (Wiebke Boeing)

Message: 1

Date: Tue, 27 Feb 2018 14:49:04 +0000

From: Julie Steinkopf <juliestk@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<MWHPR01MB22704F33F0983CFFC44927FEB6C00@MWHPR01MB2270.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Hi everyone,

Apparently Bill Whittle, a well-known conservative blogger who promotes "scientific racism" (black and Hispanic people are genetically less intelligent than white people) has been invited to speak here at NMSU on climate change...he is also a climate change denier.

The title of his talk is "An Honest Discussion on Climate Change." and is being hosted by Students for Academic Freedom; who hosted David Horowitz (another white supremacist) last fall.

Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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Message: 2

Date: Tue, 27 Feb 2018 15:01:05 +0000

From: Jamie Bronstein <jbronste@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>,

"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<CY4PR01MB24380119D71B926B6178E02FBCC00@CY4PR01MB2438.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

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New Mexico State University

Las Cruces, NM 88003

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Message: 3

Date: Tue, 27 Feb 2018 15:44:49 +0000

From: Samuel Goldman <sgoldman@nmsu.edu>

To: Jamie Bronstein <jbronste@nmsu.edu>, faculty-talk@mailman.nmsu.edu <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY1PR01MB2041E5F470B5A867402839C8B4C00@CY1PR01MB2041.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Who did the university hire that is a Nazi ?

Sam Goldman

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Jamie Bronstein <jbronste@nmsu.edu>

Sent: Tuesday, February 27, 2018 8:01:05 AM

To: Julie Steinkopf; faculty-talk@mailman.nmsu.edu

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

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Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

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From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

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Julie

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Las Cruces, NM 88003

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Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <lcsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>,
"Julie Steinkopf" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf
Sent: Tuesday, February 27, 7:49 AM
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
To: faculty-talk@mailman.nmsu.edu

Hi everyone,

Apparently Bill Whittle, a well-known conservative blogger who promotes "scientific racism" (black and Hispanic people are genetically less intelligent than white people) has been invited to speak here at NMSU on climate change...he is also a climate change denier.

The title of his talk is "An Honest Discussion on Climate Change." and is being hosted by Students for Academic Freedom; who hosted David Horowitz (another white supremacist) last fall.

Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

----- next part -----

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/a781a9cb/attachment-0001.html>>

Message: 5

Date: Tue, 27 Feb 2018 16:24:06 +0000

From: Frank Ward <fward@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, ["faculty-talk@mailman.nmsu.edu"](mailto:faculty-talk@mailman.nmsu.edu) <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Julie, thanks for the alert.

In my view, NMSU's finest and most noble response to 'scientific racism' is the big yawn: no audience, no questions, and the obligatory plate of cookies left untouched.

Anything more inflates the respect than 'scientific racism' deserves. Shouting at it assumes it is worth shouting at. Debating it assumes it is worth debating. Presenting alternative evidence assumes that this evidence is worth refuting.

Those views deserve an empty room.

Frank Ward

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] On Behalf Of Julie Steinkopf
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

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New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/e76a6b85/attachment-0001.html>>

Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and
Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

Together with 5 graduate students, I developed a new program at NMSU: Girls on outdoor Adventure for Leadership and Science (GALS).

We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<>< <>< <>< <>< <>< <>< <><

Dr. Wiebke J. Boeing

Professor in Aquatic Ecology

Department of Fish, Wildlife and Conservation Ecology

New Mexico State University

2980 South Espina, 132 Knox Hall

P.O. Box 30003, Campus Box 4901

Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281

http://cahe.nmsu.edu/academics/fws/<https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_0OhLOIGz-12MkkKwZz4Gc4IXh5RMoctUcq8AATOyuiO_d7dlN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/attachment.html>>

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A non-text attachment was scrubbed...

Name: GALS - NM_TX 2018 Flyer.pdf

Type: application/pdf

Size: 9778922 bytes

Desc: GALS - NM_TX 2018 Flyer.pdf

URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/GALS-NM_TX2018Flyer.pdf>

Subject: Digest Footer

Faculty-talk mailing list

Faculty-talk@lists.nmsu.edu

<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

If you wish to turn off your email delivery for the faculty-talk listserver, please DO NOT send a message to the list with your request. Instead, go to

<https://lists.nmsu.edu/mailman/options/faculty-talk>

Fill in your NMSU email account. If you don't yet have your listserver password, hit the remind button at the bottom of the page to have it sent to you. Then, using that password, login to the listserver configuration, scroll down, and Disable Mail Delivery. DO NOT just choose the Unsubscribe from List option, or you will likely be re-enrolled as the list membership is periodically regenerated to allow for new faculty members to be added to the list.

You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

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You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

From: "ebarany" <ebarany@nmsu.edu>
Sent Date: Thu, 1 Mar 2018 12:05:39 -0700 (MST)
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?
To: "William Quintana" <wquintan@ad.nmsu.edu>

Yes, I know about Le Chatlier's principal. But there is far too much energy flowing through the atmosphere and biosystem to usefully be thought of as even in approximate equilibrium. Maybe "steady state", but that's still a stretch in my opinion.

Which fact, however, in now way minimizes the danger of greenhouse gasses.

Ernie Barany
Professor and Associate Academic Department Head
Department of Mathematical Sciences
New Mexico State University
Las Cruces, NM 88003
575-646-7142
ebarany@nmsu.edu

On Mar 1, 2018, at 11:55 AM, William Quintana <wquintan@ad.nmsu.edu> wrote:

I beg to differ. As a chemists, I know the following, chemical reactions achieve an equilibrium position, which might be mostly reactants, mostly products or something in between. Any chemical or physical process which equilibrium position is perturbed by an outside agent, will try to counteract the effects of the perturbation and achieve a new equilibrium position.

Adding a reactant to any process or introducing a change that affects the reactants will shift the equilibrium position. I know that Earth is not a completely closed system, but it approximates a closed system. Pumping greenhouse gases into the atmosphere pushes the equilibrium further out and therefore we see the changes on climate.

Growing up in Puerto Rico, every year there were tropical storms and hurricanes between June and November, a fact of life, but there were not as intense and huge as the ones that have been observed during the last 20 years. The ocean heats up faster that it used to be, and the average temperature of the ocean has increased, therefore these type of storms strengthen faster and become more intense.

Thus, we can differ on the definition, I am approaching as a chemist, since in the end, chemicals are present on our planet. Without them, we would have nothing.

Sincerely,

William Quintana
Professor and Department Head
wquintan@ad.nmsu.edu

On Mar 1, 2018, at 11:41 AM, ebarany <ebarany@nmsu.edu> wrote:

Not to argue at all with the reality of climate change, but the earth is hardly a system at equilibrium...

Ernie

Ernie Barany
Professor and Associate Academic Department Head
Department of Mathematical Sciences
New Mexico State University
Las Cruces, NM 88003
575-646-7142
ebarany@nmsu.edu

On Mar 1, 2018, at 10:06 AM, William Quintana <wquintan@ad.nmsu.edu> wrote:

I have resisted the temptation, but I cannot any more.

Climate change is real, is not a matter of opinion. As a chemist, I can tell you with 100% of certainty, molecules do what they do, they do not take a poll and decide to behave on a certain way because public opinion says something different.

A rational debate can be engaged, I suppose, but facts are facts. Carbon dioxide, natural gas and other gases do not care about our opinion, the scientific data on this phenomenon is solid, has been verified, the conclusion is that the temperature of the planet is increasing due to the increase of these gases in our atmosphere.

Earth is a system at equilibrium and as such it would react accordingly to the perturbation of its equilibrium position, to achieve a new equilibrium position. Are there have been periods during Earth history in which the planet was warmer? Yes, but the excess carbon dioxide was removed by the oceans and plants. Now our oceans are contaminated with plastics; forests and jungles are being cleared cut. To pretend that humanity has no role in this change is not correct.

At any rate, the speaker decided to cancel his presentation, no reason was given. I, for one, would have not dignified his nonsense by attending his presentation.

If somebody is offended by what I say, my apologies. But as a scientist, I look at evidence and follow it whenever it leads. In this case, climate change is real.

William Quintana
Professor and Department Head
wquintan@ad.nmsu.edu

On Mar 1, 2018, at 9:53 AM, Philip Braker <pbraker@nmsu.edu> wrote:

I am really concerned with this sentence:

“... a controversial speaker whose message is counter to respectable scholarship to campus”

My feeling is that campus should be the perfect place to introduce students to “counter” views. Hearing people with counter views allow students to bring their perception of those views into classrooms and discuss and debate them in a healthy respectable manner. It’s when students are told that the views are wrong, unacceptable, not allowed, and there’s no discussion or debate that we start creating counter cultures that can be very unhealthy for everyone. We start sounding like the Catholic church in the dark ages. That didn’t work out for anyone.

P Braker

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] **On Behalf Of** Julie Steinkopf
Sent: Wednesday, February 28, 2018 11:15 AM
To: Hiranya Roychowdhury <hroychow@nmsu.edu>; Joan Crowley <jcrowley@nmsu.edu>; Andrea Orzoff <aorzoff@nmsu.edu>
Cc: faculty-talk <faculty-talk@lists.nmsu.edu>
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I asked the faculty advisor of SAF about the funding. Here is what he said:

"From what I understand it was a personal favor to one of the group's student members."

He said that the president of the group will confirm this. I emailed that student but have yet to hear a response...will keep you updated...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Wednesday, February 28, 2018 9:20:44 AM
To: Hiranya Roychowdhury; Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I agree - good points.

I know who the faculty advisor and the president is. I'll contact them on this...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Hiranya Roychowdhury <hroychow@nmsu.edu>
Sent: Wednesday, February 28, 2018 8:49:04 AM
To: Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

Regardless of the timing of your email, Joan, these points need some looking into. I seem to remember hearing about a faculty sponsor for this SAF group when the Horowitz guy came to town. I forget who it was.

Hiranya S. Roychowdhury, Ph.D.
Professor
Department of Science
Division of Science, Engineering and Math
NMSU-Dona Ana Community College
575 527 7725 (office)

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Joan Crowley <jcrowley@nmsu.edu>
Sent: Tuesday, February 27, 2018 10:42:47 PM
To: Andrea Orzoff
Cc: faculty-talk
Subject: Faculty-talk Climate change denier using NMSU for credibility?

Of course, everyone has freedom of speech, and the ACLU did support a Nazi march through the Jewish community of Skokie. But freedom of speech does not imply a right to speak anywhere. Skokie was required to allow Nazis to use public thoroughfares, but not to pay their expenses.

NMSU recently had a problem with a student group selling Girl Scout cookies, and apparently they looked carefully at the student group and at the implications.

Has NMSU done a similar review of the finances of the group proposing to bring a controversial speaker whose message is counter to respectable scholarship to campus. Presumably, Whittle will add NMSU to his resume to make himself look credible. That means we are lending him our respectability.

Who constitutes Students for Academic Freedom? Who is their academic sponsor? And who is funding this group and this speaker? I assume he is not coming on his own nickel. If outside funds are being used, are they in the same suspect category as Girl Scouts? Under what rules is SAF accessing NMSU facilities? I see much more value in giving everyone access to Thin Mints.

As Daniel Moynihan (supposedly) said, you are entitled to your own opinion but you are not entitled to your own facts. It irks me to see NMSU exploited once again for a counter-factual agenda in the name of academic freedom.

Joan Crowley
Criminal Justice, Emerita.

On Feb 27, 2018, at 10:30 AM, Andrea Orzoff <aorzoff@nmsu.edu> wrote:

Hi all:

The best response to this event would be to organize a counter-event across campus, at the same time as this guy's talk, widely publicized. Free food would be a good idea, too -- more of a draw.

Julie, I'd be happy to help organize, although I wouldn't be able to attend the event myself.

I agree that our hope should be a collective yawn and an empty room, but we can do some groundwork to make sure that happens.

Andrea

--

Andrea Orzoff
Associate Professor of History
New Mexico State University
Las Cruces, NM 88003
575.646.4612
aorzoff@nmsu.edu
<http://history.nmsu.edu/people/faculty/orzoff/>

The purpose of poetry is to remind us
how difficult it is to remain just one person,
for our house is open, there are no keys in the doors,
and invisible guests come in and out at will. --Czeslaw Milosz

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of faculty-talk-request@lists.nmsu.edu <faculty-talk-request@lists.nmsu.edu>
Sent: Tuesday, February 27, 2018 9:58:59 AM
To: faculty-talk
Subject: Faculty-talk Digest, Vol 117, Issue 37

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faculty-talk-owner@lists.nmsu.edu

When replying, please edit your Subject line so it is more specific
than "Re: Contents of Faculty-talk digest..."

Today's Topics:

1. climate change denier and white supremacist speaking on campus (Julie Steinkopf)
2. Re: climate change denier and white supremacist speaking on campus (Jamie Bronstein)
3. Re: climate change denier and white supremacist speaking on campus (Samuel Goldman)
4. Re: climate change denier and white supremacist speaking on campus (Daniel Vega-Albela)
5. climate change denier and white supremacist speaking on campus (Frank Ward)
6. Girls on outdoor Adventure for Leadership and Science (GALS) (Wiebke Boeing)

Message: 1

Date: Tue, 27 Feb 2018 14:49:04 +0000

From: Julie Steinkopf <juliestk@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<MWHPR01MB22704F33F0983CFFC44927FEB6C00@MWHPR01MB2270.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

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Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/c3d1e191/attachment-0001.html>>

Message: 2

Date: Tue, 27 Feb 2018 15:01:05 +0000

From: Jamie Bronstein <bronste@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>,
"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<CY4PR01MB24380119D71B926B6178E02FBCC00@CY4PR01MB2438.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>

Sent: Tuesday, February 27, 2018 7:49 AM

To: faculty-talk@mailman.nmsu.edu

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/d83ef928/attachment-0001.html>>

Message: 3

Date: Tue, 27 Feb 2018 15:44:49 +0000

From: Samuel Goldman <sgoldman@nmsu.edu>

To: Jamie Bronstein <jbronste@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY1PR01MB2041E5F470B5A867402839C8B4C00@CY1PR01MB2041.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Who did the university hire that is a Nazi ?

Sam Goldman

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Jamie Bronstein <jbronste@nmsu.edu>

Sent: Tuesday, February 27, 2018 8:01:05 AM

To: Julie Steinkopf; faculty-talk@mailman.nmsu.edu

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

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Professor of History
New Mexico State University
Las Cruces, NM USA

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Sent: Tuesday, February 27, 2018 7:49 AM
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New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/64998268/attachment-0001.html>>

Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <icsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>, "[Julie Steinkopf](mailto:juliestk@nmsu.edu)" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf

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To: faculty-talk@mailman.nmsu.edu

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To: Julie Steinkopf <juliestk@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
Message-ID: <CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

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Julie

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/e76a6b85/attachment-0001.html>>

Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and
Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

Together with 5 graduate students, I developed a new program at NMSU: Girls on outdoor Adventure for Leadership and Science (GALS).

We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<> <> <> <> <> <> <> <>

Dr. Wiebke J. Boeing
Professor in Aquatic Ecology
Department of Fish, Wildlife and Conservation Ecology
New Mexico State University
2980 South Espina, 132 Knox Hall
P.O. Box 30003, Campus Box 4901
Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281
http://cahe.nmsu.edu/academics/fws/<https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_0OhLOIGz-12MkkKwZz4Gc4IXh5RMoctUcg8AATOyuiO_d7dIN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>
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Type: application/pdf
Size: 9778922 bytes
Desc: GALS - NM_TX 2018 Flyer.pdf
URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/GALS-NM_TX2018Flyer.pdf>

Subject: Digest Footer

Faculty-talk mailing list
Faculty-talk@lists.nmsu.edu
<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

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You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

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You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

From: "William Quintana" <wquintan@ad.nmsu.edu>
Sent Date: Thu, 1 Mar 2018 11:55:06 -0700 (MST)
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?
To: "ebarany" <ebarany@nmsu.edu>

I beg to differ. As a chemists, I know the following, chemical reactions achieve an equilibrium position, which might be mostly reactants, mostly products or something in between. Any chemical or physical process which equilibrium position is perturbed by an outside agent, will try to counteract the effects of the perturbation and achieve a new equilibrium position. Adding a reactant to any process or introducing a change that affects the reactants will shift the equilibrium position. I know that Earth is not a completely closed system, but it approximates a closed system. Pumping greenhouse gases into the atmosphere pushes the equilibrium further out and therefore we see the changes on climate.

Growing up in Puerto Rico, every year there were tropical storms and hurricanes between June and November, a fact of life, but there were not as intense and huge as the ones that have been observed during the last 20 years. The ocean heats up faster that it used to be, and the average temperature of the ocean has increased, therefore these type of storms strengthen faster and become more intense.

Thus, we can differ on the definition, I am approaching as a chemist, since in the end, chemicals are present on our planet. Without them, we would have nothing.

Sincerely,

William Quintana
Professor and Department Head
wquintan@ad.nmsu.edu

On Mar 1, 2018, at 11:41 AM, ebarany <ebarany@nmsu.edu> wrote:

Not to argue at all with the reality of climate change, but the earth is hardly a system at equilibrium...

Ernie

Ernie Barany
Professor and Associate Academic Department Head
Department of Mathematical Sciences
New Mexico State University
Las Cruces, NM 88003
575-646-7142
ebarany@nmsu.edu

On Mar 1, 2018, at 10:06 AM, William Quintana <wquintan@ad.nmsu.edu> wrote:

I have resisted the temptation, but I cannot any more.

Climate change is real, is not a matter of opinion. As a chemist, I can tell you with 100% of certainty, molecules do what they do, they do not take a poll and decide to behave on a certain way because public opinion says something different.

A rational debate can be engaged, I suppose, but facts are facts. Carbon dioxide, natural gas and other gases do not care about our opinion, the scientific data on this

phenomenon is solid, has been verified, the conclusion is that the temperature of the planet is increasing due to the increase of these gases in our atmosphere.

Earth is a system at equilibrium and as such it would react accordingly to the perturbation of its equilibrium position, to achieve a new equilibrium position. Are there have been periods during Earth history in which the planet was warmer? Yes, but the excess carbon dioxide was removed by the oceans and plants. Now our oceans are contaminated with plastics; forests and jungles are being cleared cut. To pretend that humanity has no role in this change is not correct.

At any rate, the speaker decided to cancel his presentation, no reason was given. I, for one, would have not dignified his nonsense by attending his presentation.

If somebody is offended by what I say, my apologies. But as a scientist, I look at evidence and follow it whenever it leads. In this case, climate change is real.

William Quintana
Professor and Department Head
wquintan@ad.nmsu.edu

On Mar 1, 2018, at 9:53 AM, Philip Braker <pbraker@nmsu.edu> wrote:

I am really concerned with this sentence:

“... a controversial speaker whose message is counter to respectable scholarship to campus”

My feeling is that campus should be the perfect place to introduce students to “counter” views. Hearing people with counter views allow students to bring their perception of those views into classrooms and discuss and debate them in a healthy respectable manner. It’s when students are told that the views are wrong, unacceptable, not allowed, and there’s no discussion or debate that we start creating counter cultures that can be very unhealthy for everyone. We start sounding like the Catholic church in the dark ages. That didn’t work out for anyone.

P Braker

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] **On Behalf Of** Julie Steinkopf
Sent: Wednesday, February 28, 2018 11:15 AM
To: Hiranya Roychowdhury <hroychow@nmsu.edu>; Joan Crowley <jcrowley@nmsu.edu>; Andrea Orzoff <aorzoff@nmsu.edu>
Cc: faculty-talk <faculty-talk@lists.nmsu.edu>
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I asked the faculty advisor of SAF about the funding. Here is what he said:

"From what I understand it was a personal favor to one of the group's student members."

He said that the president of the group will confirm this. I emailed that student but have yet to hear a response...will keep you updated...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology

New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Wednesday, February 28, 2018 9:20:44 AM
To: Hiranya Roychowdhury; Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I agree - good points.

I know who the faculty advisor and the president is. I'll contact them on this...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Hiranya Roychowdhury <hroychow@nmsu.edu>
Sent: Wednesday, February 28, 2018 8:49:04 AM
To: Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

Regardless of the timing of your email, Joan, these points need some looking into. I seem to remember hearing about a faculty sponsor for this SAF group when the Horowitz guy came to town. I forget who it was.

Hiranya S. Roychowdhury, Ph.D.
Professor
Department of Science
Division of Science, Engineering and Math
NMSU-Dona Ana Community College
575 527 7725 (office)

Curriculum & Instruction Committee
[Human Anatomy and Physiology Society](#)
<~WRD000.jpg>

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Joan Crowley <jcrowley@nmsu.edu>
Sent: Tuesday, February 27, 2018 10:42:47 PM
To: Andrea Orzoff
Cc: faculty-talk
Subject: Faculty-talk Climate change denier using NMSU for credibility?

Of course, everyone has freedom of speech, and the ACLU did support a Nazi march through the Jewish community of Skokie. But freedom of speech does not imply a right to speak anywhere. Skokie was required to allow Nazis to use public thoroughfares, but not to pay their expenses.

NMSU recently had a problem with a student group selling Girl Scout cookies, and apparently they looked carefully at the student group and at the implications.

Has NMSU done a similar review of the finances of the group proposing to bring a controversial speaker whose message is counter to respectable scholarship to campus. Presumably, Whittle will add NMSU to his resume to make himself look credible. That means we are lending him our respectability.

Who constitutes Students for Academic Freedom? Who is their academic sponsor? And who is funding this group and this speaker? I assume he is not coming on his own nickel. If outside funds are being used, are they in the same suspect category as Girl Scouts? Under what rules is SAF accessing NMSU facilities? I see much more value in giving everyone access to Thin Mints.

As Daniel Moynihan (supposedly) said, you are entitled to your own opinion but you are not entitled to your own facts. It irks me to see NMSU exploited once again for a counter-factual agenda in the name of academic freedom.

Joan Crowley
Criminal Justice, Emerita.

On Feb 27, 2018, at 10:30 AM, Andrea Orzoff <aorzoff@nmsu.edu> wrote:

Hi all:

The best response to this event would be to organize a counter-event across campus, at the same time as this guy's talk, widely publicized. Free food would be a good idea, too -- more of a draw.

Julie, I'd be happy to help organize, although I wouldn't be able to attend the event myself.

I agree that our hope should be a collective yawn and an empty room, but we can do some groundwork to make sure that happens.

Andrea

--

Andrea Orzoff
Associate Professor of History
New Mexico State University
Las Cruces, NM 88003
575.646.4612
aorzoff@nmsu.edu
<http://history.nmsu.edu/people/faculty/orzoff/>

The purpose of poetry is to remind us
how difficult it is to remain just one person,
for our house is open, there are no keys in the doors,
and invisible guests come in and out at will. --Czeslaw Milosz

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of faculty-talk-request@lists.nmsu.edu <faculty-talk-request@lists.nmsu.edu>
Sent: Tuesday, February 27, 2018 9:58:59 AM
To: faculty-talk

Subject: Faculty-talk Digest, Vol 117, Issue 37

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You can reach the person managing the list at
faculty-talk-owner@lists.nmsu.edu

When replying, please edit your Subject line so it is more specific
than "Re: Contents of Faculty-talk digest..."

Today's Topics:

1. climate change denier and white supremacist speaking on campus (Julie Steinkopf)
2. Re: climate change denier and white supremacist speaking on campus (Jamie Bronstein)
3. Re: climate change denier and white supremacist speaking on campus (Samuel Goldman)
4. Re: climate change denier and white supremacist speaking on campus (Daniel Vega-Albela)
5. climate change denier and white supremacist speaking on campus (Frank Ward)
6. Girls on outdoor Adventure for Leadership and Science (GALS) (Wiebke Boeing)

Message: 1
Date: Tue, 27 Feb 2018 14:49:04 +0000
From: Julie Steinkopf <juliestk@nmsu.edu>
To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
Message-ID:
<MWHPR01MB22704F33F0983CFFC44927FEB6C00@MWHPR01MB2270.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Hi everyone,

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The title of his talk is "An Honest Discussion on Climate Change." and is being hosted by Students for Academic Freedom; who hosted David Horowitz (another white supremacist) last fall.

Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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Message: 2

Date: Tue, 27 Feb 2018 15:01:05 +0000

From: Jamie Bronstein <jbronste@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB24380119D71B926B6178E02FBCC00@CY4PR01MB2438.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

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Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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Message: 3

Date: Tue, 27 Feb 2018 15:44:49 +0000

From: Samuel Goldman <sgoldman@nmsu.edu>

To: Jamie Bronstein <jbronste@nmsu.edu>,
"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus
Message-ID:
<CY1PR01MB2041E5F470B5A867402839C8B4C00@CY1PR01MB2041.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Who did the university hire that is a Nazi ?

Sam Goldman

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Jamie Bronstein <jbronste@nmsu.edu>
Sent: Tuesday, February 27, 2018 8:01:05 AM
To: Julie Steinkopf; faculty-talk@mailman.nmsu.edu
Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

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Las Cruces, NM USA

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Sent: Tuesday, February 27, 2018 7:49 AM
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Thoughts on this, anyone?

Julie

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New Mexico State University

Las Cruces, NM 88003

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Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <lcsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>,
"Julie Steinkopf" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf

Sent: Tuesday, February 27, 7:49 AM
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
To: faculty-talk@mailman.nmsu.edu

Hi everyone,

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Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

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Message: 5

Date: Tue, 27 Feb 2018 16:24:06 +0000

From: Frank Ward <fward@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, ["faculty-talk@mailman.nmsu.edu"](mailto:faculty-talk@mailman.nmsu.edu) <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Julie, thanks for the alert.

In my view, NMSU's finest and most noble response to 'scientific racism' is the big yawn: no audience, no questions, and the obligatory plate of cookies left untouched.

Anything more inflates the respect than 'scientific racism' deserves. Shouting at it assumes it is worth shouting at. Debating it assumes it is worth debating. Presenting alternative evidence assumes that this evidence is worth refuting.

Those views deserve an empty room.

Frank Ward

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] On Behalf Of Julie Steinkopf
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

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Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and
Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

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We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<> <> <> <> <> <> <> <>

Dr. Wiebke J. Boeing
Professor in Aquatic Ecology
Department of Fish, Wildlife and Conservation Ecology
New Mexico State University
2980 South Espina, 132 Knox Hall
P.O. Box 30003, Campus Box 4901
Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281

<http://cahe.nmsu.edu/academics/fws/><https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_0OhLOIGz-12MkkKwZz4Gc4lXh5RMoctUcq8AATOyuiO_d7dIN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>

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Name: GALS - NM_TX 2018 Flyer.pdf

Type: application/pdf

Size: 9778922 bytes

Desc: GALS - NM_TX 2018 Flyer.pdf

URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/GALS-NM_TX2018Flyer.pdf>

Subject: Digest Footer

Faculty-talk mailing list

Faculty-talk@lists.nmsu.edu

<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

If you wish to turn off your email delivery for the faculty-talk listserver, please DO NOT send a message to the list with your request. Instead, go to

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You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

From: "ebarany" <ebarany@nmsu.edu>
Sent Date: Thu, 1 Mar 2018 11:41:21 -0700 (MST)
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?
To: "William Quintana" <wquintan@ad.nmsu.edu>

Not to argue at all with the reality of climate change, but the earth is hardly a system at equilibrium...

Ernie

Ernie Barany
Professor and Associate Academic Department Head
Department of Mathematical Sciences
New Mexico State University
Las Cruces, NM 88003
575-646-7142
ebarany@nmsu.edu

On Mar 1, 2018, at 10:06 AM, William Quintana <wquintan@ad.nmsu.edu> wrote:

I have resisted the temptation, but I cannot any more.

Climate change is real, is not a matter of opinion. As a chemist, I can tell you with 100% of certainty, molecules do what they do, they do not take a poll and decide to behave on a certain way because public opinion says something different.

A rational debate can be engaged, I suppose, but facts are facts. Carbon dioxide, natural gas and other gases do not care about our opinion, the scientific data on this phenomenon is solid, has been verified, the conclusion is that the temperature of the planet is increasing due to the increase of these gases in our atmosphere.

Earth is a system at equilibrium and as such it would react accordingly to the perturbation of its equilibrium position, to achieve a new equilibrium position. Are there have been periods during Earth history in which the planet was warmer? Yes, but the excess carbon dioxide was removed by the oceans and plants. Now our oceans are contaminated with plastics; forests and jungles are being cleared cut. To pretend that humanity has no role in this change is not correct.

At any rate, the speaker decided to cancel his presentation, no reason was given. I, for one, would have not dignified his nonsense by attending his presentation.

If somebody is offended by what I say, my apologies. But as a scientist, I look at evidence and follow it whenever it leads. In this case, climate change is real.

William Quintana
Professor and Department Head
wquintan@ad.nmsu.edu

On Mar 1, 2018, at 9:53 AM, Philip Braker <pbraker@nmsu.edu> wrote:

I am really concerned with this sentence:

“... a controversial speaker whose message is counter to respectable scholarship to campus”

My feeling is that campus should be the perfect place to introduce students to "counter" views. Hearing people with counter views allow students to bring their perception of those views into classrooms and discuss and debate them in a healthy respectable manner. It's when students are told that the views are wrong, unacceptable, not allowed, and there's no discussion or debate that we start creating counter cultures that can be very unhealthy for everyone. We start sounding like the Catholic church in the dark ages. That didn't work out for anyone.

P Braker

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] **On Behalf Of** Julie Steinkopf
Sent: Wednesday, February 28, 2018 11:15 AM
To: Hiranya Roychowdhury <hroychow@nmsu.edu>; Joan Crowley <jcrowley@nmsu.edu>; Andrea Orzoff <aorzoff@nmsu.edu>
Cc: faculty-talk <faculty-talk@lists.nmsu.edu>
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I asked the faculty advisor of SAF about the funding. Here is what he said:

"From what I understand it was a personal favor to one of the group's student members."

He said that the president of the group will confirm this. I emailed that student but have yet to hear a response...will keep you updated...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Wednesday, February 28, 2018 9:20:44 AM
To: Hiranya Roychowdhury; Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

I agree - good points.

I know who the faculty advisor and the president is. I'll contact them on this...

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology
New Mexico State University
Las Cruces, NM 88003

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Hiranya Roychowdhury <hroychow@nmsu.edu>

Sent: Wednesday, February 28, 2018 8:49:04 AM
To: Joan Crowley; Andrea Orzoff
Cc: faculty-talk
Subject: Re: Faculty-talk Climate change denier using NMSU for credibility?

Regardless of the timing of your email, Joan, these points need some looking into. I seem to remember hearing about a faculty sponsor for this SAF group when the Horowitz guy came to town. I forget who it was.

Hiranya S. Roychowdhury, Ph.D.
Professor
Department of Science
Division of Science, Engineering and Math
NMSU-Dona Ana Community College
575 527 7725 (office)

Curriculum & Instruction Committee
[Human Anatomy and Physiology Society](#)
<-WRD000.jpg>

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Joan Crowley <jcrowley@nmsu.edu>
Sent: Tuesday, February 27, 2018 10:42:47 PM
To: Andrea Orzoff
Cc: faculty-talk
Subject: Faculty-talk Climate change denier using NMSU for credibility?

Of course, everyone has freedom of speech, and the ACLU did support a Nazi march through the Jewish community of Skokie. But freedom of speech does not imply a right to speak anywhere. Skokie was required to allow Nazis to use public thoroughfares, but not to pay their expenses.

NMSU recently had a problem with a student group selling Girl Scout cookies, and apparently they looked carefully at the student group and at the implications.

Has NMSU done a similar review of the finances of the group proposing to bring a controversial speaker whose message is counter to respectable scholarship to campus. Presumably, Whittle will add NMSU to his resume to make himself look credible. That means we are lending him our respectability.

Who constitutes Students for Academic Freedom? Who is their academic sponsor? And who is funding this group and this speaker? I assume he is not coming on his own nickel. If outside funds are being used, are they in the same suspect category as Girl Scouts? Under what rules is SAF accessing NMSU facilities? I see much more value in giving everyone access to Thin Mints.

As Daniel Moynihan (supposedly) said, you are entitled to your own opinion but you are not entitled to your own facts. It irks me to see NMSU exploited once again for a counter-factual agenda in the name of academic freedom.

Joan Crowley
Criminal Justice, Emerita.

On Feb 27, 2018, at 10:30 AM, Andrea Orzoff <aorzoff@nmsu.edu> wrote:

Hi all:

The best response to this event would be to organize a counter-event across campus, at the same time as this guy's talk, widely publicized. Free food would be a good idea, too -- more of a draw.

Julie, I'd be happy to help organize, although I wouldn't be able to attend the event myself.

I agree that our hope should be a collective yawn and an empty room, but we can do some groundwork to make sure that happens.

Andrea

--

Andrea Orzoff
Associate Professor of History
New Mexico State University
Las Cruces, NM 88003
575.646.4612
aorzoff@nmsu.edu
<http://history.nmsu.edu/people/faculty/orzoff/>

The purpose of poetry is to remind us
how difficult it is to remain just one person,
for our house is open, there are no keys in the doors,
and invisible guests come in and out at will. --Czeslaw Milosz

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of faculty-talk-request@lists.nmsu.edu <faculty-talk-request@lists.nmsu.edu>
Sent: Tuesday, February 27, 2018 9:58:59 AM
To: faculty-talk
Subject: Faculty-talk Digest, Vol 117, Issue 37

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To subscribe or unsubscribe via the World Wide Web, visit
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or, via email, send a message with subject or body 'help' to
faculty-talk-request@lists.nmsu.edu

You can reach the person managing the list at
faculty-talk-owner@lists.nmsu.edu

When replying, please edit your Subject line so it is more specific
than "Re: Contents of Faculty-talk digest..."

Today's Topics:

1. climate change denier and white supremacist speaking on

- campus (Julie Steinkopf)
2. Re: climate change denier and white supremacist speaking on campus (Jamie Bronstein)
 3. Re: climate change denier and white supremacist speaking on campus (Samuel Goldman)
 4. Re: climate change denier and white supremacist speaking on campus (Daniel Vega-Albela)
 5. climate change denier and white supremacist speaking on campus (Frank Ward)
 6. Girls on outdoor Adventure for Leadership and Science (GALS) (Wiebke Boeing)

Message: 1
Date: Tue, 27 Feb 2018 14:49:04 +0000
From: Julie Steinkopf <juliestk@nmsu.edu>
To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
Message-ID:
<MWHPR01MB22704F33F0983CFFC44927FEB6C00@MWHPR01MB2270.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Hi everyone,

Apparently Bill Whittle, a well-known conservative blogger who promotes "scientific racism" (black and Hispanic people are genetically less intelligent than white people) has been invited to speak here at NMSU on climate change...he is also a climate change denier.

The title of his talk is "An Honest Discussion on Climate Change." and is being hosted by Students for Academic Freedom; who hosted David Horowitz (another white supremacist) last fall.

Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/c3d1e191/attachment-0001.html>>

Message: 2

Date: Tue, 27 Feb 2018 15:01:05 +0000

From: Jamie Bronstein <jbronste@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB24380119D71B926B6178E02FBCC00@CY4PR01MB2438.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>

Sent: Tuesday, February 27, 2018 7:49 AM

To: faculty-talk@mailman.nmsu.edu

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

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Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/d83ef928/attachment-0001.html>>

Message: 3

Date: Tue, 27 Feb 2018 15:44:49 +0000

From: Samuel Goldman <sgoldman@nmsu.edu>

To: Jamie Bronstein <jbronste@nmsu.edu>,

"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<CY1PR01MB2041E5F470B5A867402839C8B4C00@CY1PR01MB2041.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Who did the university hire that is a Nazi ?

Sam Goldman

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Jamie Bronstein <jbronste@nmsu.edu>

Sent: Tuesday, February 27, 2018 8:01:05 AM

To: Julie Steinkopf; faculty-talk@mailman.nmsu.edu

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

I have two thoughts. First, the ONLY reason this student group exists is to attempt to provoke a backlash by actual critical thinkers, so that they can run to Hannity or Alex Jones or whoever and whine that Progressives are hampering their freedom of speech. So if you attempt to do anything you're just playing to their larger strategy.

Second, if anyone feels so inclined, go to the talk and then prepare a point-by-point refutation of the talk in some other forum: the newspaper, a panel discussion, whatever. NMSU has a pretty poor history when it comes to HIRING science deniers and actual Nazis, much less preventing them from speaking on campus.

Jamie Bronstein
Professor of History
New Mexico State University
Las Cruces, NM USA

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From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

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Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/64998268/attachment-0001.html>>

Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <lcsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>,
"Julie Steinkopf" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf

Sent: Tuesday, February 27, 7:49 AM

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

To: faculty-talk@mailman.nmsu.edu

Hi everyone,

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Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor
Dept. of Sociology

New Mexico State University
Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/a781a9cb/attachment-0001.html>>

Message: 5

Date: Tue, 27 Feb 2018 16:24:06 +0000

From: Frank Ward <fward@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, <faculty-talk@mailman.nmsu.edu> <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Julie, thanks for the alert.

In my view, NMSU's finest and most noble response to 'scientific racism' is the big yawn: no audience, no questions, and the obligatory plate of cookies left untouched.

Anything more inflates the respect than 'scientific racism' deserves. Shouting at it assumes it is worth shouting at. Debating it assumes it is worth debating. Presenting alternative evidence assumes that this evidence is worth refuting.

Those views deserve an empty room.

Frank Ward

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] On Behalf Of Julie Steinkopf

Sent: Tuesday, February 27, 2018 7:49 AM

To: faculty-talk@mailman.nmsu.edu

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

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Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/e76a6b85/attachment-0001.html>>

Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

Together with 5 graduate students, I developed a new program at NMSU: Girls on outdoor Adventure for Leadership and Science (GALS).

We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<> <> <> <> <> <> <> <>

Dr. Wiebke J. Boeing
Professor in Aquatic Ecology
Department of Fish, Wildlife and Conservation Ecology
New Mexico State University
2980 South Espina, 132 Knox Hall
P.O. Box 30003, Campus Box 4901
Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281

<http://cahe.nmsu.edu/academics/fws/><https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_0OhLOIGz-12MkkKwZz4Gc4IXh5RMoctUcq8AATOyuiO_d7dIN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/attachment.html>>

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Subject: Digest Footer

Faculty-talk mailing list

Faculty-talk@lists.nmsu.edu

<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

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From: "Anne Hubbell" <ahubbell@ad.nmsu.edu>
Sent Date: Tue, 27 Feb 2018 10:47:11 -0700 (MST)
Subject: Re: Faculty-talk Digest, Vol 117, Issue 37
To: "Samuel Goldman" <sgoldman@nmsu.edu>, "Andrea Orzoff" <aorzoff@nmsu.edu>, "faculty-talk" <faculty-talk@lists.nmsu.edu>

I love the idea, Andrea, and food, free or fraud, I LOVE IT! :) Just as I recently experienced, we can't pick and choose who comes on campus even though some use their interpretation of policies to do this. As faculty we have to represent openness, even if we are horrified by a speaker. We can do an alternative event, though!

FABULOUS idea, Andrea! :)

Anne

From: Faculty-talk [faculty-talk-bounces@lists.nmsu.edu] on behalf of Samuel Goldman [sgoldman@nmsu.edu]
Sent: Tuesday, February 27, 2018 10:35 AM
To: Andrea Orzoff; faculty-talk
Subject: Re: Faculty-talk Digest, Vol 117, Issue 37

If you need to rely on free food to get people to come then it is a fraud.
Sam

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Andrea Orzoff <aorzoff@nmsu.edu>
Sent: Tuesday, February 27, 2018 10:30:52 AM
To: faculty-talk
Subject: Re: Faculty-talk Digest, Vol 117, Issue 37

Hi all:

The best response to this event would be to organize a counter-event across campus, at the same time as this guy's talk, widely publicized. Free food would be a good idea, too -- more of a draw.

Julie, I'd be happy to help organize, although I wouldn't be able to attend the event myself.

I agree that our hope should be a collective yawn and an empty room, but we can do some groundwork to make sure that happens.

Andrea

--

Andrea Orzoff
Associate Professor of History
New Mexico State University
Las Cruces, NM 88003
575.646.4612
aorzoff@nmsu.edu
<http://history.nmsu.edu/people/faculty/orzoff/>

The purpose of poetry is to remind us
how difficult it is to remain just one person,

page 1 of 10

for our house is open, there are no keys in the doors,
and invisible guests come in and out at will. --Czeslaw Milosz

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of faculty-talk-request@lists.nmsu.edu <faculty-talk-request@lists.nmsu.edu>
Sent: Tuesday, February 27, 2018 9:58:59 AM
To: faculty-talk
Subject: Faculty-talk Digest, Vol 117, Issue 37

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faculty-talk@lists.nmsu.edu

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When replying, please edit your Subject line so it is more specific
than "Re: Contents of Faculty-talk digest..."

Today's Topics:

1. climate change denier and white supremacist speaking on campus (Julie Steinkopf)
2. Re: climate change denier and white supremacist speaking on campus (Jamie Bronstein)
3. Re: climate change denier and white supremacist speaking on campus (Samuel Goldman)
4. Re: climate change denier and white supremacist speaking on campus (Daniel Vega-Albela)
5. climate change denier and white supremacist speaking on campus (Frank Ward)
6. Girls on outdoor Adventure for Leadership and Science (GALS) (Wiebke Boeing)

Message: 1
Date: Tue, 27 Feb 2018 14:49:04 +0000
From: Julie Steinkopf <juliestk@nmsu.edu>
To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
Message-ID: <MWHPR01MB22704F33F0983CFFC44927FEB6C00@MWHPR01MB2270.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

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Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

----- next part -----

An HTML attachment was scrubbed...

URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/c3d1e191/attachment-0001.html>>

Message: 2

Date: Tue, 27 Feb 2018 15:01:05 +0000

From: Jamie Bronstein <jbronste@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>,
"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<CY4PR01MB24380119D71B926B6178E02FBCC00@CY4PR01MB2438.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

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Jamie Bronstein
Professor of History
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Las Cruces, NM USA

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Message: 3

page 4 of 10

Date: Tue, 27 Feb 2018 15:44:49 +0000
From: Samuel Goldman <sgoldman@nmsu.edu>
To: Jamie Bronstein <jbronste@nmsu.edu>,
"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>
Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus
Message-ID:
<CY1PR01MB2041E5F470B5A867402839C8B4C00@CY1PR01MB2041.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Who did the university hire that is a Nazi ?

Sam Goldman

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Jamie Bronstein <jbronste@nmsu.edu>
Sent: Tuesday, February 27, 2018 8:01:05 AM
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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/64998268/attachment-0001.html>>

Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <lcsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>,
"Julie Steinkopf" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf

Sent: Tuesday, February 27, 7:49 AM

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

page 6 of 10

To: faculty-talk@mailman.nmsu.edu

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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/a781a9cb/attachment-0001.html>>

Message: 5

Date: Tue, 27 Feb 2018 16:24:06 +0000

From: Frank Ward <fward@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>,

"faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist
speaking on campus

Message-ID:

<CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Julie, thanks for the alert.

In my view, NMSU's finest and most noble response to 'scientific racism' is the big yawn: no audience, no questions, and the obligatory plate of cookies left untouched.

Anything more inflates the respect than 'scientific racism' deserves. Shouting at it assumes it is worth shouting at. Debating it assumes it is worth debating. Presenting alternative evidence assumes that this evidence is worth refuting.

Those views deserve an empty room.

Frank Ward

page 7 of 10

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] On Behalf Of Julie Steinkopf
Sent: Tuesday, February 27, 2018 7:49 AM
To: faculty-talk@mailman.nmsu.edu
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URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/e76a6b85/attachment-0001.html>>

Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

page 8 of 10

Together with 5 graduate students, I developed a new program at NMSU: Girls on outdoor Adventure for Leadership and Science (GALS).

We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<< << << << << << << <<

Dr. Wiebke J. Boeing
Professor in Aquatic Ecology
Department of Fish, Wildlife and Conservation Ecology
New Mexico State University
2980 South Espina, 132 Knox Hall
P.O. Box 30003, Campus Box 4901
Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281

<http://cahe.nmsu.edu/academics/fws/><https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_0OhLOIGz-12MkkKwZz4Gc4IXh5RMoctUcq8AATOyuiO_d7dlN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>

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Name: GALS - NM_TX 2018 Flyer.pdf

Type: application/pdf

page 9 of 10

Size: 9778922 bytes
Desc: GALS - NM_TX 2018 Flyer.pdf
URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/GALS-NM_TX2018Flyer.pdf>

Subject: Digest Footer

Faculty-talk mailing list
Faculty-talk@lists.nmsu.edu
<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

From: "molly molloy" <mmolloy@nmsu.edu>
Sent Date: Tue, 27 Feb 2018 11:12:42 -0700 (MST)
Subject: Re: Faculty-talk Digest, Vol 117, Issue 37
To: "Anne Hubbell" <ahubbell@ad.nmsu.edu>

Dear all--We might want to consider attending an alternative event that is **already scheduled** at the **Branigan Cultural Center in downtown Las Cruces for a bit earlier in the day, 4:00pm on Thursday March 1...** This event brings university researchers together with community practitioners who come face-to-face with immigrants and asylum seekers every day in the border region... Hope to see many faculty colleagues downtown for this event on Thursday afternoon... molly molloy

A Big Read Project Event

Challenges of an Immigration Practice along the US/MX Border

**A Panel Discussion Moderated by Professor Nancy Oretskin, JD
Panelists include Molly Molloy, Jessica Miles, JD and Brenda Villalpando, JD**

**March 1, 2018
4pm – Branigan Cultural Center
Las Cruces Downtown Mall**

Dr. **Nancy Oretskin** received her J.D. from the Thomas Backus School of Law at Case Western Reserve University in 1988 and joined the faculty at NMSU in 1989. She teaches courses on business law, and negotiation and conflict resolution. Her primary research area since 2010 has been on immigration and asylum law.

Molly Molloy is a research librarian and border and Latin American specialist at the NMSU Library. She started the Frontera List (more than 1,200 subscribers) to distribute news and analysis about the U.S.-Mexico border region to a scholars, activists and journalists. When Juárez became the most violent city in the world in 2008, her work to document the violence became a foundation to Charles Bowden's book, *Murder City: Ciudad Juárez and the Global Economy's New Killing Fields* (Nation Books, 2010).

She translated and edited the life story of a Juarez cartel killer and Chihuahua state cop, *El Sicario: The Autobiography of a Mexican Assassin* (Nation Books, 2011) Her articles have appeared a wide variety of publications, and in addition to research and writing, Molly provides expert testimony in political asylum cases for people forced to flee Mexico due to persecution and violence.

Attorney **Jessica Miles** is an associate at Noble & Vrapí, P.A. Jessica graduated Cum Laude from the University of New Mexico School of Law in 2013, where she earned Clinical Honors and the Jerrold L. Walden Memorial Award for her commitment to social justice. A substantial portion of Jessica's practice is dedicated to asylum related work- through casework and advocacy. She also is a founding member of the Borderland immigration Council (BIC), a transnational coalition of immigration advocates who document and track civil and human rights abuses on the border, with a particular focus on asylum seekers in El Paso and New Mexico.

Brenda M. Villalpando is a partner at Villalpando Law Firm, PLLC. Brenda is admitted to the State Bar of California and her practice is limited to Immigration Law. She graduated from the University of California at Davis, where she majored in Political Science. Brenda received her Juris Doctorate degree from California Western School of Law in San Diego, California. She is a member of the American Immigration Lawyers Association (AILA) and is a founding member of the El Paso LGBTQI Bar Association.

Miriam S. Chaiken, Ph.D.
Dean, William Conroy Honors College

Distinguished Professor of Anthropology

Conroy Honors Center
MSC 3HON
New Mexico State University
P.O. Box 30001
Las Cruces, NM 88003-80001

Tel: [575-646-2005](tel:575-646-2005)

Email: mchaiken@nmsu.edu

On Tue, Feb 27, 2018 at 10:47 AM, Anne Hubbell <ahubbell@ad.nmsu.edu> wrote:

I love the idea, Andrea, and food, free or fraud, I LOVE IT! :) Just as I recently experienced, we can't pick and choose who comes on campus even though some use their interpretation of policies to do this. As faculty we have to represent openness, even if we are horrified by a speaker. We can do an alternative event, though!

FABULOUS idea, Andrea! :)

Anne

From: Faculty-talk [faculty-talk-bounces@lists.nmsu.edu] on behalf of Samuel Goldman [sgoldman@nmsu.edu]

Sent: Tuesday, February 27, 2018 10:35 AM

To: Andrea Orzoff; faculty-talk

Subject: Re: Faculty-talk Digest, Vol 117, Issue 37

If you need to rely on free food to get people to come then it is a fraud.

Sam

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Andrea Orzoff <aorzoff@nmsu.edu>

Sent: Tuesday, February 27, 2018 10:30:52 AM

To: faculty-talk

Subject: Re: Faculty-talk Digest, Vol 117, Issue 37

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Message-ID:
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Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

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Visit our department's new website: history.nmsu.edu

From: Faculty-talk <faculty-talk-bounces@lists.nmsu.edu> on behalf of Julie Steinkopf <juliestk@nmsu.edu>

Sent: Tuesday, February 27, 2018 7:49 AM

To: faculty-talk@mailman.nmsu.edu

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Hi everyone,

Apparently Bill Whittle, a well-known conservative blogger who promotes "scientific racism" (black and Hispanic people are genetically less intelligent than white people) has been invited to speak here at NMSU on climate change...he is also a climate change denier.

The title of his talk is "An Honest Discussion on Climate Change." and is being hosted by Students for Academic Freedom; who hosted David Horowitz (another white supremacist) last fall.

Thursday, March 1st, NMSU campus, Guthrie Hall, Room 100 at 7pm (doors open at 6pm) free admittance.

Thoughts on this, anyone?

Julie

Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

----- next part -----

An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/64998268/attachment-0001.html>>

Message: 4

Date: Tue, 27 Feb 2018 16:19:32 +0000

From: Daniel Vega-Albela <lcsq1@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>, "Julie Steinkopf" <juliestk@nmsu.edu>

Subject: Re: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<SN6PR0102MB34218A717B862F99ABCEBB1299C00@SN6PR0102MB3421.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

What are your thoughts Julie? Frankly, I don't give a rat's ass who Students for Academic Freedom hire to come give talks at NMSU. I don't know, something about the First Amendment. Maybe I'm just crazy.

D.

Get Outlook for Android<<https://aka.ms/ghei36>>

From: Julie Steinkopf
Sent: Tuesday, February 27, 7:49 AM
Subject: Faculty-talk climate change denier and white supremacist speaking on campus
To: faculty-talk@mailman.nmsu.edu

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An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/a781a9cb/attachment-0001.html>>

Message: 5

Date: Tue, 27 Feb 2018 16:24:06 +0000

From: Frank Ward <fward@nmsu.edu>

To: Julie Steinkopf <juliestk@nmsu.edu>, "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

Message-ID:

<CY4PR01MB26151CCF8791FC54CF5860BAC3C00@CY4PR01MB2615.prod.exchangelabs.com>

Content-Type: text/plain; charset="us-ascii"

Julie, thanks for the alert.

In my view, NMSU's finest and most noble response to 'scientific racism' is the big yawn: no audience, no questions, and the obligatory plate of cookies left untouched.

Anything more inflates the respect than 'scientific racism' deserves. Shouting at it assumes it is worth shouting at. Debating it assumes it is worth debating. Presenting alternative evidence assumes that this

evidence is worth refuting.

Those views deserve an empty room.

Frank Ward

From: Faculty-talk [<mailto:faculty-talk-bounces@lists.nmsu.edu>] On Behalf Of Julie Steinkopf

Sent: Tuesday, February 27, 2018 7:49 AM

To: faculty-talk@mailman.nmsu.edu

Subject: Faculty-talk climate change denier and white supremacist speaking on campus

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Dr. Julie Steinkopf, Associate Professor

Dept. of Sociology

New Mexico State University

Las Cruces, NM 88003

----- next part -----

An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/e76a6b85/attachment-0001.html>>

Message: 6

Date: Tue, 27 Feb 2018 16:58:03 +0000

From: Wiebke Boeing <wboeing@nmsu.edu>

To: "faculty-talk@mailman.nmsu.edu" <faculty-talk@mailman.nmsu.edu>

Subject: Faculty-talk Girls on outdoor Adventure for Leadership and Science (GALS)

Message-ID:

<SN2PR01MB2031DD684B510E19CA52199CDAC00@SN2PR01MB2031.prod.exchangelabs.com>

Content-Type: text/plain; charset="iso-8859-1"

Dear Colleagues,

Together with 5 graduate students, I developed a new program at NMSU: Girls on outdoor Adventure for Leadership and Science (GALS).

We will be taking middle / high school girls (grades 8-12) into the Gila Wilderness on a hiking / camping and science trip for a week. Our goal is to have girls - who have not previously had those opportunities - experience the outdoors while pushing their own physical and mental boundaries to increase their confidence and leadership. Girls will conduct a small science project while in the outdoors and we aim at increasing diversity in the sciences.

For more information check out our website: www.aces.nmsu.edu/gals<<http://www.aces.nmsu.edu/gals>>

I would appreciate if you could spread the word if you have any contacts to high school teachers. I attached a flyer to this e-mail.

We are also accepting donation to make this trip FREE to all the students: www.gofundme.com/GALS-NMSU<<http://www.gofundme.com/GALS-NMSU>>

Best and have a fabulous day,

Wiebke (Veebka)

<< << << << << << << <<

Dr. Wiebke J. Boeing

Professor in Aquatic Ecology

Department of Fish, Wildlife and Conservation Ecology

New Mexico State University

2980 South Espina, 132 Knox Hall

P.O. Box 30003, Campus Box 4901

Las Cruces, NM, 88003-8003

Phone: (575) 646-1707, Fax: (575) 646-1281

<http://cahe.nmsu.edu/academics/fws/><https://pod51000.outlook.com/owa/redir.aspx?C=zpPG3Ujw_00hLOIGz-12MkkKwZz4Gc4IXh5RMoctUcq8AATOyuiO_d7dIN9SU-PZToZ-t9sV4fQ.&URL=http%3a%2f%2fcahe.nmsu.edu%2facademics%2ffws%2f>

>> >> >> >> >> >> >> >>

----- next part -----

An HTML attachment was scrubbed...

URL: <<https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/attachment.html>>

----- next part -----

A non-text attachment was scrubbed...

Name: GALS - NM_TX 2018 Flyer.pdf

Type: application/pdf

Size: 9778922 bytes

Desc: GALS - NM_TX 2018 Flyer.pdf

URL: <https://lists.nmsu.edu/mailman/private/faculty-talk/attachments/20180227/6d2c5ba6/GALS-NM_TX2018Flyer.pdf>

Subject: Digest Footer

Faculty-talk mailing list

Faculty-talk@lists.nmsu.edu

<https://lists.nmsu.edu/mailman/listinfo/faculty-talk>

End of Faculty-talk Digest, Vol 117, Issue 37

If you wish to turn off your email delivery for the faculty-talk listserver, please DO NOT send a message to the list with your request. Instead, go to

<https://lists.nmsu.edu/mailman/options/faculty-talk>

Fill in your NMSU email account. If you don't yet have your listserver password, hit the remind button at the bottom of the page to have it sent to you. Then, using that password, login to the listserver configuration, scroll down, and Disable Mail Delivery. DO NOT just choose the Unsubscribe from List option, or you will likely be re-enrolled as the list membership is periodically regenerated to allow for new faculty members to be added to the list.

You can also change your configuration to have the postings delivered in a digest format, e.g. bundled and delivered once per day.

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Mon, 5 Feb 2018 14:39:39 -0700 (MST)
Subject: RE: go bond order sp 18
To: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>

Attachments:CARLSBAD SUNSET ABDO FEB 18.xlsm (8.86 MB)

Julie

Thank you.. bet we can't do this again.. I used all books listed.. got 25 free!.. if you need changes just let me know
Coye

From: Julie Klein [mailto:Julie.Klein@CarlsbadSchools.net]
Sent: Monday, February 5, 2018 2:36 PM
To: 'Coye Duncan' <abookworm@suddenlink.net>
Subject: go bond order sp 18

Good morning Ms. Coye,

I need a quote from you in alphabetical order if you would be so kind, for our GO BOND \$. I would like:

Page #	Set Title	ATOS	Title Cost
25	Animal Migration	2.3-2.6	119.70
41	Baby Animals	.9-1.1	113.70
68	Modern Engineering Marvels	4.9-5.7	113.70
89	Materials	2.1-2.3	113.70
99	How Is It Made?	2.4-2.9	119.70
117	Inside Your Body	3.5-4.6	107.70
151	Creepy Creatures ('16)	4.1-4.4	159.60
157	Day of the Dead, Diwali, Ramadan	Pending	56.85
197	Off Road Vehicles	Pending	113.70
239	History's Hotshots	Pending	113.70
247	Exploring America's Regions	Pending	137.70
255	First Ladies	2.1-2.6	113.70
279	Odell Beckham Jr.	4.2	18.95
285	John Cena: Hustle, Loyalty, Respect	Pending	18.95
298	Farmyard Friends	2.2-2.6	75.80
301	Adventures of Sophie Mouse	2.9-3.5	161.55
311	Ghost Detectors 18 edition (4)	Pending	79.80
Total			1738.50

I cannot go over 1702.68. If you have to take any books off, please take them from the end of the Adventures of Sophie Mouse (the #8 and 9).

Here is the list for substitutions:

68	Engineering Super Structures	1.8-2.0	101.70
69	Engineering Marvels	3.4-3.7	107.70
92	Natural Disasters	2.2-2.5	113.70
113	Character Education	0.9-1.1	113.70

If there are any problems or questions, just let me know. Thanks so much.

Julie Klein
Sunset Elementary Library
julie.klein@carlsbad.k12.nm.us

From: "Coye Duncan" <abookworm@suddenlink.net>
Sent Date: Tue, 6 Feb 2018 14:56:16 -0700 (MST)
Subject: RE: go bond order sp 18
To: "Julie Klein" <Julie.Klein@CarlsbadSchools.net>

Attachments:CARLSBAD SUNSET ABDO FEB 18.xlsm (9.1 MB)

SORRY forgot about the crazy alphabet thing.. changed your Ghost Detectors..thanks

From: Julie Klein [mailto:Julie.Klein@CarlsbadSchools.net]
Sent: Tuesday, February 6, 2018 3:25 PM
To: 'Coye Duncan' <abookworm@suddenlink.net>
Subject: RE: go bond order sp 18

Hi Ms. Coye,

That is so cool! The only thing that I want to change is the Ghost Detectors to books 21, 22, 23 & 24. Is it possible to put the titles in abc order? Thanks NM PED! If not, I can before I send it in to Lorie.

Thanks so much!
Julie

From: Coye Duncan [mailto:abookworm@suddenlink.net]
Sent: Monday, February 05, 2018 2:40 PM
To: Julie Klein <Julie.Klein@CarlsbadSchools.net>
Subject: RE: go bond order sp 18

Julie
Thank you.. bet we can't do this again.. I used all books listed.. got 25 free!.. if you need changes just let me know
Coye

From: Julie Klein [mailto:Julie.Klein@CarlsbadSchools.net]
Sent: Monday, February 5, 2018 2:36 PM
To: 'Coye Duncan' <abookworm@suddenlink.net>
Subject: go bond order sp 18

Good morning Ms. Coye,

I need a quote from you in alphabetical order if you would be so kind, for our GO BOND \$. I would like:

Page #	Set Title	ATOS	Title Cost
25	Animal Migration	2.3-2.6	119.70
41	Baby Animals	.9-1.1	113.70

page 1 of 2

68	Modern Engineering Marvels	4.9-5.7	113.70
89	Materials	2.1-2.3	113.70
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If there are any problems or questions, just let me know. Thanks so much.

Julie Klein
Sunset Elementary Library
julie.klein@carlsbad.k12.nm.us

From: "Erin Aragon" <Erin.Aragon@CarlsbadSchools.net>
Sent Date: Mon, 30 Apr 2018 09:25:08 -0600 (MDT)
Subject: RE: Spring Semester test
To: "Rita Dorado" <Rita.Dorado@CarlsbadSchools.net>

Attachments:approved Spring Semester exam.doc (259.32k)

This is from 2013. You may want to check with Liz to see if there is a newer version.

Sincerely,

Erin Aragon
CHS Teacher
CHARACTER COUNTS! President
Interact co-sponsor

From: Rita Dorado
Sent: Monday, April 30, 2018 9:12 AM
To: Erin Aragon <Erin.Aragon@CarlsbadSchools.net>
Subject: Spring Semester test

Erin,
Do you mind sending me the Spring Semester test for US History.

From: "Karli Click" <Karli.Click@CarlsbadSchools.net>
Sent Date: Thu, 15 Mar 2018 12:40:34 -0600 (MDT)
Subject: save 2
To: "Karli Click" <Karli.Click@CarlsbadSchools.net>

Attachments:Religion.ppt (4.65 MB)

religion

From: "Lorman OnDemand Webinars" <customersupport@lormantraining.com>
Sent Date: Wed, 17 Jan 2018 11:36:17 -0700 (MST)
Subject: Social Networking Policies for Teachers and Students - OnDemand Webinar
To: <lavern.shan@carlsbad.k12.nm.us>

Social Networking Policies for Teachers and Students

Regular Price: ~~\$99.00~~
Special Offer: [\\$79.20](#)

Length: 89 minutes

Gain a practical understanding of the policies surrounding the use of social networking sites for students and teachers. Educational institutions face a hornet's nest of issues that stem from the use of social media by employees, institutions, and the facilitation of unsupervised communications between faculty and students through such medium. This topic will examine in detail the types of risks and exposure that are endemic to use of social medial platforms by institutions, officers, and employees, as well as how to properly regulate such communications without running afoul of First Amendment rights, collective bargaining rights and agreements, and how to prevent such systems compromising employee job performance and cyber-security of institutional systems and information. It will provide you with a practical understanding of the intersection between free speech and control of social media platforms, cyber-security issues raised from use of such platforms and how to effectively minimize legal exposure from employee and institution use of such platforms, while maintaining the flexibility, connectivity, and innovation that such platforms provide.

Faculty

James P. Evans, Barclay Damon, LLP

Additional Products

Audio & Reference Manual
(400327TMX)

Price **\$99.00** [Add to Cart](#)

MP3 Download (400327MP3)

Price **\$99.00** [Add to Cart](#)

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Agenda

Introduction and Need for a Proper Social Media Policy

Elements of a "Best Practices" Social Media Policy That:

- Allows Innovation and Creativity
- Provides Reasonable Supervision of Faculty-Student Communications
- Avoids Compliance Issues Arising From 1st Amendment and Collective Bargaining Rights
- Minimization of Potential Liability for Negligent Supervision and Similar Claims Arising From Inappropriate Faculty - Student Interactions
- Limits Potential for Compromising Your IT Platform and Electronic Information
- Safeguarding Students and Faculty

How to Supervise Employee-Student Communications

- Avoiding Liability for 1st Amendment Liability
- How to Supervise Social Media Without Violating Right to Organize Rules
- Considerations of Employee and/or Student Disciplinary Action for Policy Violations

Reasonable Limitations of Employee and Student Speech

- Scope of Employee First Amendment to Speech Concerning District Business
- Scope of Student Speech Rights
- Example of Policies That Have Gone Too Far

Summary of Key Points and Q and A

Lorman Education Services | 2510 Alpine Rd. | Eau Claire, WI | 54703

This commercial email was sent to lavern.shan@carlsbad.k12.nm.us.

[Adjust Your Email Settings.](#) [Unsubscribe.](#) Call 1-866-352-9539 for assistance.

From: "Lorman OnDemand Webinars" <customersupport@lormantraining.com>
Sent Date: Mon, 12 Feb 2018 07:51:04 -0700 (MST)
Subject: Social Networking Policies for Teachers and Students - OnDemand Webinar
To: <lavern.shan@carlsbad.k12.nm.us>

Social Networking Policies for Teachers and Students

Regular Price: ~~\$99.00~~
Special Offer: \$79.20

Length: 89 minutes

Gain a practical understanding of the policies surrounding the use of social networking sites for students and teachers. Educational institutions face a hornet's nest of issues that stem from the use of social media by employees, institutions, and the facilitation of unsupervised communications between faculty and students through such medium. This topic will examine in detail the types of risks and exposure that are endemic to use of social medial platforms by institutions, officers, and employees, as well as how to properly regulate such communications without running afoul of First Amendment rights, collective bargaining rights and agreements, and how to prevent such systems compromising employee job performance and cyber-security of institutional systems and information. It will provide you with a practical understanding of the intersection between free speech and control of social media platforms, cyber-security issues raised from use of such platforms and how to effectively minimize legal exposure from employee and institution use of such platforms, while maintaining the flexibility, connectivity, and innovation that such platforms provide.

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Summary of Key Points and Q and A

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From: "Angel Ramirez" <cavemencoach21@yahoo.com>
Sent Date: Sat, 24 Feb 2018 21:18:23 -0700 (MST)
Subject: Source
To: <angel.ramirez@carlsbad.k12.nm.us>

Attachments:ContentServer.asp.pdf (3.23 MB)

<http://content.ebscohost.com/ContentServer.asp?T=P&P=AN&K=126473022&S=R&D=eue&EbscoContent=dGJyMNHX8kSeqLI4xNvgOLCmr1CeqLFSr624S6%2BWxWXS&ContentCustomer=dGJy>

Sent from my iPhone

From: "C-SPAN Classroom" <educate@c-span.org>
Sent Date: Thu, 19 Apr 2018 14:30:31 -0600 (MDT)
Subject: Students' First Amendment Rights and Tinker v. Des Moines
To: "Charles Millar" <charles.millar@carlsbad.k12.nm.us>



Thursday, April 19, 2018



Teachers, have your students tune-in and contribute to the discussion on **C-SPAN at 9pm EST (6pm PST) this coming Monday, April 23** as our Landmark Cases series continues with the case of *Tinker v. Des Moines Independent Community School District*.

In 1965, five Des Moines, Iowa students decided to wear black arm bands to school to protest the escalating war in Vietnam, violating local school policies. The students, Christopher Eckhardt and the four Tinker siblings, challenged the school board's free speech restrictions, and the resulting Supreme Court decision established that students do not lose their First Amendment rights while on school grounds.



We encourage students to Tweet our producers in the lead up to the program, or call in during the program with their questions or comments on the case and their First Amendment rights. Where is the line between voicing an opinion and disrupting school or class time? Do they have personal experiences they would like to share?

Students may send Tweets at anytime between now and the end of Monday night's

program using the hashtag: **#LandmarkCases**

We'll also have a phone line reserved for teachers and students to call during the LIVE broadcast from 9pm-10:30pm EST: **202-748-8900**

Our guests this week are:

- **Mary Beth Tinker**, one of the five students who challenged the Des Moines school district; she was 13 at the time. After working as a pediatric nurse for about two decades, she began working as a student free speech advocate, touring nationally as a speaker at schools and youth centers.
- **Erik Jaffe**, a seasoned independent federal appellate litigator with extensive experience at the Supreme Court, including work on more than 100 cases. He clerked for Supreme Court Justice Clarence Thomas in 1996.

For more information on the series and the featured cases, visit the [Landmark Cases](#) website.

Below are links to lesson plans created from the series. Want your students to view these lessons at home or on their individual devices? Consider creating a generic class account, or use the following shared log-in credentials:

Username: students Password: C-SPANCLASSROOM

Season 1 Lesson Plans:

- Lesson Plan: [Marbury v. Madison](#) (4 Video Clips)
- Lesson Plan: [Dred Scott v. Sandford](#) (6 Video Clips)
- Lesson Plan: [Slaughterhouse Cases](#) (7 Video Clips)
- Lesson Plan: [Lochner v. New York](#) (5 Video Clips)
- Lesson Plan: [Schenck v. U.S](#) (6 Video Clips)
- Lesson Plan: [Korematsu v. United States](#) (6 Video Clips)
- Lesson Plan: [Youngstown Sheet and Tube v. Sawyer](#) (7 Video Clips)
- Lesson Plan: [Brown v. Board of Education](#) (9 Video Clips)
- Lesson Plan: [Mapp v. Ohio](#) (8 Video Clips)
- Lesson Plan: [Baker v. Carr](#) (8 Video Clips)
- Lesson Plan: [Miranda v. Arizona](#) (7 Video Clips)
- Lesson Plan: [Roe v. Wade](#) (8 Video Clips)

Season 2 Lesson Plans:

- Lesson Plan: [McCulloch v. Maryland](#) (5 Video Clips)
- Lesson Plan: [Civil Rights Cases](#) (8 Video Clips)
- Lesson Plan: [Yick Wo v. Hopkins](#) (8 Video Clips)
- Lesson Plan: [Plessy v. Ferguson](#) (8 Video Clips)
- Lesson Plan: [Gideon V. Wainwright](#) (10 Video Clips)
- Lesson Plan: [Griswold v. Connecticut](#) (8 Video Clips)

- **Lesson Plan:** [Katz v. United States](#) (8 Video Clips)
- **Lesson Plan:** [Brandenburg v. Ohio](#) (7 Video Clips)

We've also aggregated some additional resources below that relate to students' First Amendment rights:

- **Lesson Plan:** [Student Civic Engagement](#) (9 Clips)
- **Lesson Plan:** [Students' Rights](#) (7 Clips)
- **Video Clip:** [Student Rights Court Cases](#) (2:41)
- **Bell Ringer:** [Tinker vs Des Moines](#) (8:33)
- **Bell Ringer:** [Student Journalism and First Amendment Rights](#) (3:20)
- **Bell Ringer:** [Justice John Paul Stevens on Morse v. Frederick](#) (4:11)

Finally, below are some of this year's winning StudentCam documentaries that relate to students' First Amendment rights:

- **2nd Prize -** [A Precarious Balance: Religion in the Public Education System](#) (7:44)
- **3rd Prize -** [Curing Hazelwood](#) (7:04)
- **Honorable Mention -** [Student Rights are Human Rights](#) (8:00)

Thank you for being a member of C-SPAN Classroom and we hope to hear from you and your students!

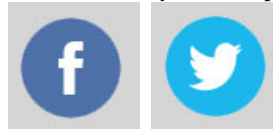
Warm regards,

Craig McAndrew, Pam McGorry, and Tom Grane
C-SPAN's Education team

C-SPAN Classroom
400 N. Capitol St. NW, Washington, DC 20001
800-523-7586

C-SPAN Classroom Website:
www.c-span.org/classroom

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From: "C-SPAN Classroom" <educate@c-span.org>
Sent Date: Thu, 19 Apr 2018 14:32:22 -0600 (MDT)
Subject: Students' First Amendment Rights and Tinker v. Des Moines
To: "joanna.may@carlsbad.k12.nm.us" <joanna.may@carlsbad.k12.nm.us>



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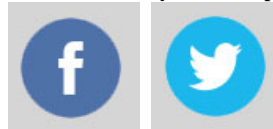
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Subject: Students' First Amendment Rights and Tinker v. Des Moines
To: "Donna Johns" <donna.johns@carlsbad.k12.nm.us>



Thursday, April 19, 2018



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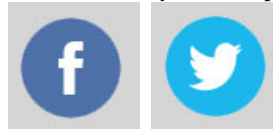
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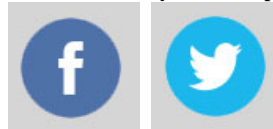
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To: <ingris.campos@carlsbad.k12.nm.us>

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President Trump responded to reports that a chemical attack Saturday had killed dozens of people, including women and children, by saying on Twitter that “President Putin, Russia and Iran are responsible for backing” Syrian President Bashar al-Assad, whom Trump called “Animal Assad.” Many dead, including women and children, in mindless CHEMICAL attack in Syria. Area [...]

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To: <ingris.campos@carlsbad.k12.nm.us>

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**The Ultimate Hamilton Experience
Now - December 31, 2018**

Learn more about one of America's favorite Founders with the Center's newest exhibit, ***Hamilton: The Constitutional Clashes That Shaped a Nation***, and throughout the museum! Highlights include Hamilton artifacts, story stations, an interactive show, trivia, and more.

LEARN MORE

**Tax Day
Tuesday, April 17, 2018**

Each year, over 100 million Americans pay taxes. On Tax Day, discover the history and significance of this American ritual and the role Alexander Hamilton played in the creation of the American financial system. Visitors can also learn more about the Father of American Banking at interactive shows and make piggy banks and other handy crafts.

LEARN MORE

**Hamilton: The Constitutional Clashes
That Shaped a Nation**

Monday, April 16 | 6:30 P.M.

Join us for a discussion with historians, including **Carol Berkin**, as well as Hamilton biographers **Jay Cost** and **Tony Williams**, as we delve into the themes of our new Hamilton exhibit, exploring Hamilton's constitutional clashes with Madison, Jefferson, Adams, and Burr. Guests will have access to ***Hamilton: The Constitutional Clashes That Shaped a Nation*** directly before and after the discussion from 5:30 - 6:30 p.m. and 7:30 -

**Equal Protection for All: The 14th
Amendment at 150**

Monday, April 23 | 1-4:15 & 5-6 P.M.

The Thurgood Marshall Institute at the NAACP Legal Defense and Educational Fund, Inc. and the National Constitution Center host a commemoration of the 150th anniversary of the ratification of the 14th Amendment with three daytime panels — featuring noted scholars ranging from **Eric Foner** and **Thavolia Glymph** to **Randy Barnett** and **Martha Jones** — and an evening keynote. Stay tuned, our keynote speaker will be announced soon!

8 p.m.

*This event is presented in partnership with the **Thurgood Marshall Institute at the NAACP Legal Defense and Educational Fund.***

LEARN MORE

LEARN MORE

This April, check out our FREE [educational videos](#) and explore the history behind our spring [civic holidays](#). "[The Story of Tax Day](#)" explores how the Constitution was [amended](#) to allow the federal government to impose an income tax and explains where those tax dollars go today. Viewers can also learn about figures like President Teddy Roosevelt and First Lady Claudia "Lady Bird" Johnson in "[The Story of Earth Day.](#)" Before the April 17 filing deadline, explore the [16th Amendment](#), which established the Federal Income Tax, on our [Interactive Constitution](#).

LEARN MORE

Recent highlights of the National Constitution Center in the news:

- CNN, Smerconish: [Will Justice's Call to Repeal 2nd Amendment Backfire?](#)
- Uwishunu Philadelphia: [Explore Alexander Hamilton's Tense Political Relationships in New In-Depth Exhibit](#)

»

LEARN MORE

Recently on *We the People* podcast with **Jeffrey Rosen**:

- [Justice Breyer on the First Amendment](#)
- [President Trump and the Federal Judiciary](#)
- [Hamilton: The Constitutional Clashes That Shaped a Nation](#)

LEARN MORE

BECOME A MEMBER TODAY & JOIN US IN MAY FOR MEMBERS MONTH

This May, enjoy member tours, programs, and exclusive discounts all month long in celebration of Members Month. On May 12, bring your family and friends to the Center's fun-for-all-ages Members Open House! Enjoy guided exhibit tours, a behind-the-scenes artifacts discussion with the Independence National Park Archaeologist, an exclusive performance of *Living News*, our new Hamilton trivia game, and more! You'll also receive additional savings in the Museum Store and Delegates' Cafe. [Learn more about Members Month.](#)

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K-12	Higher Ed	General Interest
Welcome to ATIXA's <i>Title IX Today</i> ! We're delivering a daily dose of Title IX and ATIXA news to your inbox. Learn more or sign up at https://titleix.today/		
<hr/>		
K-12		
<u>Bill Calls For Hawaii To Protect Students Who Allege Harassment</u>		
A bill to expand legal protections for students alleging sexual assault, harassment or discrimination cleared an important hurdle Tuesday when it passed out of the Senate Judiciary Committee.		
<u>Civil Rights Complaints Piling Up Against Respected Thornton Charter School</u>		
Stargate Charter School in Thornton has an award-winning reputation when it comes to educating gifted students in Colorado. But some current and former parents tell 9NEWS that the school's image needs repair after seven complaints were filed in the last two years with the Office of Civil Rights inside the U.S. Department of Health and Human Services.		
<u>The Last Frontier For Gay Rights</u>		
What was happening in Alexander County was a version of the debate unfolding in recent years in towns across the country, places where the laws have swiftly changed but deeply held beliefs have not.		
<u>ACLU Demands Halt To Gender-Based Teaching Training In West Milford</u>		
The West Milford Township School District is facing criticism from the American Civil Liberties Union after a middle school teacher claims the district held trainings in gender-specific teaching techniques — techniques they feel are harmful and discriminatory.		

Former Montgomery County School Aide Charged With Abuse Of 7-Year-Old

Police have accused a former school aide in Maryland of sexually abusing a female student who as a second-grader allegedly searched for candy in the aide's pants pocket and touched his genitals.

Higher Ed

USF Suspends English Professor Over Discrimination Claim

A longtime English professor and program director at the University of South Florida has been suspended while the university investigates his conduct after allegations of discrimination.

Bridgewater State Says It Will Compile, Release Sexual Harassment Data

The move comes after a spokesperson for the college – the state's largest public university outside of the University of Massachusetts system – told The Enterprise in December that compiling the data was “not feasible” because the university does not maintain a centralized system for tracking them and the information contained in the reports is “too private” to be publicly released.

University Of Idaho Places Athletic Director Rob Spear On Administrative Leave

One day before an Associated Students of the University of Idaho vote on whether athletics director Rob Spear should be fired, UI president Chuck Staben announced he is placing Spear on a 60-day administrative leave, effective immediately.

Former MSU Players Reach Plea Deal In Sex-Assault Case

Three former Michigan State University football players are poised to avoid additional jail or prison time after pleading guilty to reduced charges in a case involving alleged sexual assault.

The New Tenacity Of Student Activism

Some of the demands are broadly reflective of student grievances across the country: The protesters want the administration to do more to address campus sexual assault, provide more support for mental health care, and curb tuition hikes.

General Interest

Female Candidates Take On Taboos In New Campaign Ads

From breastfeeding on camera to sharing intimate stories of sexual abuse, women running for office are turning campaign norms — and long-held gender stereotypes — on their head with a flurry of new ads that highlight once taboo topics.

Meet The Local Church Providing A Safe Haven For Trans People When The Government Won't

This week, Divided States of Women traveled to rural Pennsylvania to talk to a trans teacher who faced discrimination in her town but has found solace in a surprising place: a local church.

Can Anti-Profanity Laws And The Fighting Words Doctrine Be Squared With The First Amendment?

Anti-profanity laws remain on the books in some states with statutes that in many cases are relics of a bygone era, dating back to the 19th century but never erased.

Freezing During Sexual Assault And Harassment

We needn't make things too complex or simple, but we can understand different forms of freezing and the basics of their neurobiology. Then, by applying that knowledge to sexual assault and harassment, we can better understand the experiences of those who've frozen.

Justice In The #MeToo Era Is Not Nearly As Swift For Federal Employees

The federal government once led the way in addressing sexual harassment in its ranks. But it now lags behind the private sector as the problem gains prominence in the #MeToo era, according to federal officials and employment lawyers.

**TIXT is published by ATIXA and
edited by Anna Oppenheim, Esq.**



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K-12	Higher Ed	General Interest
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Subject: U.S. Department of Education Daily Digest Bulletin
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U.S. Department of Education

ED Review (03/30/18)

03/30/2018

March 30, 2018

SCHOOL SAFETY COMMISSION

On March 28, Secretary DeVos hosted the first [organizational meeting](#) of the Federal Commission on School Safety. The commission has been charged with quickly providing meaningful and actionable recommendations to keep students safe at school. Accordingly, the commission is made up of Cabinet officials whose agencies have jurisdiction over key school safety issues: Secretary DeVos (chairwoman), Attorney General Jeff Sessions, Secretary of Health and Human Services Alex Azar, and Secretary of Homeland Security Kirstjen Nielsen.

During the meeting, the leaders discussed staffing, the scope of and timeline for the commission's work, future meeting locations, coordination with state and local partners, and topics for field hearings ([video](#)).

Input from and meetings with students, parents, teachers, counselors, administrators, school safety personnel, law enforcement officials, mental health professionals, security specialists, and other related stakeholders will be critical to the commission's work. Additional information on stakeholder engagement both in Washington, D.C., and across the country will be available soon. In the meantime, members of the public with recommendations on how to improve school safety may submit them via safety@ed.gov.

In related news, the White House issued a statement on the rallies held across the country on March 24. "We applaud the many courageous young Americans exercising their First Amendment rights today," White House Deputy Press Secretary Lindsay Walters said. "Keeping our children safe is a top priority of the President's, which is why he urged Congress to pass the *Fix NICS* and *STOP School*

Violence acts and signed them into law. Additionally, on Friday [March 23], the Department of Justice issued the rule to ban bump stocks, following through on the President's commitment to ban devices that turn legal weapons into illegal machine guns."

Also of note, Secretary DeVos penned two op-eds: "[On school safety, inaction is not an option](#)" and "[How the omnibus spending law makes schools safer](#)."

Separately, the National Center for Education Statistics (NCES) at the Department of Education and the Bureau of Justice Statistics at the Department of Justice issued "[Indicators of School Crime and Safety, 2017](#)," the 20th in a series of annual publications. The report covers topics such as victimization, school conditions, discipline problems, disciplinary actions, safety and security measures at schools, and criminal incidents. This year's report also includes topics related to security staff at schools, teacher training on school safety and discipline, and an examination of the school environment from an international perspective.

Among the findings: the percentages of public schools recording incidents of crime and reporting incidents to the police were lower in 2015-16 than in every prior survey year, and the number of on-campus crimes reported in 2015 was lower than the number reported in 2001 for nearly every category.

"While there are positive trends in the annual report on crime and school safety, we know -- and tragically have been reminded in recent weeks -- there is much more we must do to keep our nation's students and teachers safe at school," Secretary DeVos responded in a [statement](#). "The Federal Commission on School Safety is committed to working quickly to identify and highlight best practices and solutions that state and local leaders can implement to improve school safety."

DISASTER RELIEF AID

Last week, the Secretary released the [application](#) for state educational agencies (SEAs) to apply for initial funding under the [Immediate Aid to Restart School Operations program](#). The release follows the Department's announcement of \$2.7 billion in [federal aid](#) to assist schools, school districts, and institutions of higher education in meeting the educational needs of students affected by Hurricanes Harvey, Irma, and Maria and the 2017 California wildfires. The Restart program is one of five relief programs authorized by the *Bipartisan Budget Act of 2018*.

Under Restart, the Department may award federal funding to Alabama, California, Florida, Georgia, Louisiana, South Carolina, Texas, Puerto Rico, and the U.S. Virgin Islands. These SEAs, in turn, will provide assistance or services to local education agencies (LEAs), charter schools, and private schools to help defray expenses related to the restart of operations in, the reopening of, and the re-enrollment of students in elementary and secondary schools that serve an area affected by a covered disaster or emergency. The Department will determine the total amount to allocate to the Restart program based on information provided by SEAs in their applications for the Restart program and the still-to-be-released Emergency Impact Aid program.

Meanwhile, the Secretary announced California will receive \$2 million in [Project School Emergency Response to Violence \(SERV\) funds](#) to support its recovery efforts from the 2017 wildfires. According to state education officials, the grant will specifically help to fund portable classrooms, substitute

teachers, mental health services, transportation for displaced students, and substitute bus drivers. In general, Project SERV funds may be used for activities that help an impacted LEA manage practical problems caused by a traumatic event, help an LEA and its schools provide a sense of safety and security, and address the needs of individuals directly affected by an event.

EDUCATION APPROPRIATIONS

Also last week, President Trump [signed into law](#) the *Consolidated Appropriations Act, 2018*, providing funding for most federal agencies for the remainder of Fiscal Year 2018. The bill increases the [Department of Education's discretionary funding](#) by \$2.6 billion from FY 2017. Among the programs receiving large increases: *Elementary and Secondary Education Act* (ESEA) Title I grants to school districts (up \$300 million, to \$15.8 billion); ESEA Title IV-A Student Support and Academic Enrichment grants (up \$700 million, to \$1.1 billion); special education grants to states (up \$275 million, to \$12.3 billion); Federal Supplemental Educational Opportunity Grants (up \$107 million, to \$840 million), and Federal Work Study (up \$140 million, to \$1.13 billion).

Further, the bill boosts the maximum Pell Grant award by \$175 to \$6,095 for the 2018-19 academic year, as well as covers forgiving up to \$500 million for borrowers who otherwise would not be eligible for Public Service Loan Forgiveness due to payments being made under non-qualifying repayment plans.

As Congress was finalizing FY 2018 appropriations, Secretary DeVos [testified](#) before the House Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies on the President's FY 2019 budget request. "This budget sharpens and hones the focus of our mission: serving students by meeting their needs," she said. "When the Department was created, it was charged to 'prohibit federal control of education.' I take that charge seriously. Accordingly, President Trump is committed to reducing the federal footprint in education, and that is reflected in this budget."

ESSA UPDATE

The Secretary recently announced the approval of several consolidated state plans under the *Every Student Succeeds Act* (ESSA). [Texas](#) ([press release](#)) and [Idaho](#), [Mississippi](#), and [Rhode Island](#) ([press release](#)) were among the 34 states and Puerto Rico to submit their state plans by the final deadline of September 18, 2017. "The state plans met ESSA's standards, and I am pleased to approve them," she stated. "I look forward to seeing how these states dive deeper into the flexibility afforded by ESSA to innovate on behalf of their students."

To date, the Secretary has approved plans for 37 states, the District of Columbia, and Puerto Rico. All remaining states have received [feedback](#) and are working on revisions.

Moreover, [four LEAs and the Puerto Rico Department of Education](#) applied for ESSA's [student-centered funding pilot](#) by the March 12 deadline. The pilot would allow districts to combine eligible federal funds with state and local funding in order to allocate resources to schools based on the number of students and the corresponding level of need.

OPIOID INITIATIVE

On March 19, in New Hampshire, President Trump issued his “[Initiative to Stop Opioid Abuse and Reduce Drug Supply and Demand](#).” The plan confronts the factors fueling the opioid crisis by reducing demand through education, awareness, and prevention of over-prescription; cutting off the flow of illicit drugs across our borders and within communities; and expanding opportunities for proven treatments for opioid and other addictions. “Every day, 116 Americans die from an opioid-related overdose,” he underscored in his [remarks](#). “Defeating this epidemic will require the commitment of every state, local, and federal agency.”

The omnibus spending bill supports the President’s initiative with nearly \$4 billion in funding ([fact sheet](#)).

On March 26, Secretary DeVos traveled to Pennsylvania to visit [Johnstown Elementary School](#). There, she discussed local and federal solutions to the opioid epidemic. She also observed the Greater Johnstown School District’s early learning program, designed to strengthen drug abuse prevention efforts while also tackling contributing social, emotional, and environmental factors that can lead to drug abuse and violence.

ODDS AND ENDS

- First Lady Melania Trump met with top leaders of companies and associations on March 20 to discuss the [positive and negative effects technology can have on children](#).
- On March 27, Secretary DeVos participated in a [Close Up Washington event](#) with approximately 300 high school students and 40 teachers.
- Last week, some [70 students from four states](#) visited the Department, sharing their successes and challenges with senior staff to improve the U.S. education system.
- Earlier this month, Oakton High School (Fairfax, Virginia) students presented their [Advanced Placement \(AP\) Capstone Project](#), on how well the American education system prepares students for post-college success. They concluded that “adaptable skills” must be added into all students’ education.
- A Homeroom blog spotlights [Arkansas students using self-directed learning](#) to serve their community.
- Negotiators failed to reach consensus on new language for both [Borrower Defense to Repayment](#) and [Gainful Employment](#). Consequently, the Department will issue its own proposed rules (building upon negotiated rulemaking) for public comment.
- The Department’s Office of Elementary and Secondary Education (OESE) is in the process of redesigning its [ED Data Express](#) web site, which provides the public access to state-level education data collected by the agency. It requests participation in a [short survey](#) to ensure that user feedback and perspectives are duly considered.
- The U.S. Senate [confirmed Mark Schneider](#) as Director of the Institute of Education Sciences (IES).
- NCES released a new [Data Point report](#) examining rates at which working adults have attained either a postsecondary degree or other credential.
- The Department named Penny Taylor, director of the Florida Department of Education’s

QUOTE TO NOTE

“Across our great nation, vocational-technical schools prepare Americans for careers in critical sectors of our economy, including manufacturing, construction, and technology fields. These industries are essential to our nation’s prosperity and security, as well as to our success in the competitive global marketplace. During Vocational-Technical Education Week, we highlight the important role that vocational and technical education plays in lifting up our communities and putting millions of Americans on the road to success.... My Administration recognizes the importance of increasing access to education, which is why my infrastructure proposal includes important reforms that will make it easier for Americans to access affordable, relevant, and high-quality education that leads to full-time work and long-term careers. It also includes initiatives related to workforce development.... American strength and prosperity truly rely upon the educational advancement opportunities we make available to our nation’s youth.”

-- President Donald Trump (3/16/18), in a [proclamation](#) on Vocational-Technical Education Week (March 18-24)

UPCOMING EVENTS

On April 3, from 8:30 a.m. to 12 p.m. Eastern Time, the Department’s Center for Faith-Based and Neighborhood Partnerships and the White House Initiative on Educational Excellence for African-Americans will honor [Dr. Martin Luther King, Jr.’s Drum Major Legacy](#). On the 50th anniversary of Dr. King’s assassination, this event will signal innovative pathways to success by recognizing volunteers who perform extraordinary acts of service through faith-based and community organizations.

On April 6, from 12 to 1:30 p.m. ET, the Department will host the sixth-annual Jazz Informance, produced by the Thelonious Monk Institute of Jazz, featuring student musicians from the Duke Ellington School of the Arts (Washington, D.C.) and Newark (New Jersey) Arts High School and Grammy Award-winning jazz recording artist and educator [Wayne Escoffery](#) (performing a “lesson” in how jazz represents the values of a perfect democracy). To RSVP to attend or learn more about the agency’s arts programming, please contact Jacquelyn.Zimmermann@ed.gov.

There is still time to register for [ParentCamp: Informed Parents Thrive -- Preventing the Summer Slide](#) on April 23 at the Department. Parents, students, educators, and faith-based and community leaders are invited to share their experiences, concerns, and solutions in order to make informed decisions about their children’s education in a series of workshop sessions facilitated by agency staff and invited guests.

***ED Review* is a product of the U.S. Department of Education Office of Communications and Outreach, State and Local Engagement**

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Subject: Understanding The Constitution.pptx
To: "Drew Robinson" <Drew.Robinson@CarlsbadSchools.net>

Attachments: Understanding The Constitution.pptx (11.39 MB)

From: "Medical Update" <medical.update@shimmerygallery.com>
Sent Date: Sat, 6 Jan 2018 11:58:59 -0700 (MST)
Subject: We use your own stem cells to grow tissue without fear of donor rejection
To: <gordon.ingraham@carlsbad.k12.nm.us>

Hi Gordon.ingraham

BUILD A HEART. SAVE A LIFE .

It's a fact that 20 people die each day waiting for an organ transplant. Now, imagine if we could "build" organs with science. Our company has found a way to manufacture a working human heart. Now imagine if there was never a transplant waiting list again...

The future of saving lives is here and you can be part of it. You can help by showing interest in our investing options. Together we can save lives.

[Help Save A Life - Learn More](#)

BIOLIFE4D PROCESS

It starts with a patients own cells and ends with a bioprinted heart thats both a precise fit and perfect genetic match. BIOLIFE4D will soon open itself up for investors to purchase stock and participate in the development of this remarkable new process.

[Get More Information >](#)



YOU CAN HELP

BIOLIFE4D plans to bring revolutionary life-saving care to the masses, and the company wants the masses to have an opportunity to be a part of this revolution. Equity crowdfunding can help this happen. [Reserve Your Stock now >](#)

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Solution for:NEI 3-D RT Organoid Challenge (3-D ROC)

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life at conception. yeah, i'm keeping my fingers crossed on that one too, i can't believe it's flying under the radar so far. i'm pretty sure that was removed a long time ago. although i guess they could have added it back. until the first amendment.

dealers here actually have to compete because we always find it cheaper elsewhere the american market at work on soviet guns, what a time to be.

From: "2018 Medical Technology Breakthrough #9" <2018.medical.technology.breakthrough.n1n2@furballid.com>
Sent Date: Mon, 22 Jan 2018 08:46:30 -0700 (MST)
Subject: What can replace a heart with the patient's own tissue.
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A Perfect Match:

*How **Biolife4D** is building genetically-identical organs for patients in need.*

It starts with the patient's cells and ends with a bio-printed heart that is a perfect genetic match. See the convergence of specialized heart cell, stem cell research, and cutting-edge printing technology as **Biolife4D** ushers in

an age from the organ donor list.

Reserve a spot in the upcoming stock offering and learn more [here](#).



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To: <gavin.mack@carlsbad.k12.nm.us>

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The New York Times

Morning Briefing

Sunday, February 25, 2018

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Your Weekend Briefing

By KAREN ZRAICK AND LANCE BOOTH

Here are the week's top stories, and a look ahead.

Justin Gilliland for The New York Times



1. The students at Marjory Stoneman Douglas High School in Parkland, Fla., have won praise for their strength and eloquence on the world stage. They've attended rallies, raised money, met the president and sparred with lawmakers.

But when the cameras are off and the day's rallies are over, the young survivors of the massacre [struggle with the loss of their friends and educators](#), and the nightmares that flood back in moments of stillness. Above, a memorial outside the school.

There was more horrifying news about how the attack unfolded. We got a [transcript of a woman's call to an F.B.I. tip line](#) in January. "I know he's going to explode," she said of the suspect, Nikolas Cruz. A [sheriff's deputy who was on duty](#) at the school when the attack began took cover outside, rather than trying to stop him.

Pete Marovich for The New York Times



2. **President Trump** endorsed an N.R.A. plan to arm teachers who are adept with weaponry. He discussed the plan at the Conservative Political Action Conference in Maryland. [Here's a video](#) .

Wayne LaPierre, above, the head of the N.R.A., also spoke at the conference, and offered a fierce [defense of the Second Amendment](#) in his first public remarks since the massacre.

Facing public pressure, a number of corporations, including MetLife Insurance, Delta Air Lines, United Airlines and several car rental companies, announced plans [to cut ties with the N.R.A.](#)

We looked at how the group [derives its political influence](#): not through political donations, but by mobilizing its members.

Erin Schaff for The New York Times



3. **Rick Gates**, above, once the deputy chairman for the Trump campaign, agreed [to cooperate with the special counsel's inquiry into Russia's interference](#) in the 2016 election.

He pleaded guilty to financial fraud and lying to investigators, and may be offering incriminating information about his longtime business associate, Paul Manafort, who served as chairman of the Trump campaign.

Here's a breakdown of the more than 100 [charges filed in the inquiry](#) so far. No one outside of the special counsel's office knows for sure where it's heading. But our White House correspondent [writes that the flurry of recent action seems to be inexorably leading to a larger target](#).

Separately, the [House Intelligence Committee released a redacted Democratic memo](#) rebutting Republican claims of surveillance abuses by the F.B.I. It had been blocked by President Trump two weeks ago. (You can read it [here](#).)

Whitney Curtis for The New York Times



4. The Supreme Court will hear a case on Monday that could cripple public-sector unions.

The legal question: [Should state government employees in Illinois have to pay](#) their union for representing them in collective bargaining?

Conservative groups say the First Amendment bars forcing government workers from having to pay anything, and the court has signaled that it agrees. Labor leaders like Randy Clover, above, say the case is an effort to diminish the protections that unions provide to their members.

Ammar Suleiman/Agence France-Presse — Getty Images



5. The U.N. Security Council [voted on Saturday in favor of a 30-day cease-fire in Syria](#), after days of government bombardment on a besieged Damascus suburb, above, left hundreds of civilians dead.

A pause in fighting would allow humanitarian aid to reach eastern Ghouta, and allow for the evacuation of civilians. Residents there are [hiding in basements and makeshift bomb shelters](#) amid a brutal aerial assault by the government.

William Widmer for The New York Times



6. As climate change pushes seas higher, threatening coastal areas across the globe, nations are grappling with an existential question: Which communities should be protected, and which should be left to the tides?

In a special report with NOLA.com | The Times-Picayune, we examined [the struggles of south Louisiana](#), the epicenter of land loss in America. Above, the community of Jean Lafitte, where the question is not whether it will succumb to the sea. It's when.

For more coverage of climate change, [sign up for our newsletter, Climate Fwd.](#)

Narinder Nanu/Agence France-Presse — Getty Images



7. Prime Minister Justin Trudeau of Canada was ridiculed for [his Bollywood-worthy outfits in India](#). (The trip was supposed to focus on trade, not fashion.) Above, Mr. Trudeau and his family at the Golden Temple in Amritsar.

[Donald Trump Jr. was also in India](#), promoting luxury condos. His trip was dogged by controversy over the possibility of blurred lines between commerce and government.

And [Ivanka Trump is in South Korea](#), where she'll lead the American delegation at the closing ceremony of the Winter Olympics on Sunday. (It'll air in prime time in the U.S., but on tape delay. If you want to watch it live, it starts at 6 a.m. Eastern. We'll have [live updates](#).)

Doug Mills/The New York Times



8. Norway finished the Games with by far the most medals of any country: 39, 14 of them gold. It is the greatest performance in the history of the Winter Games. And it has [left some Norwegians worrying](#) whether they are winning too much.

“We always want to win,” a Norwegian sports commentator explained. “But modesty is a big part of the culture here.”

The U.S. has 23 medals, nine of them gold. And we are thrilled to report that one of them belongs to [the men’s curling team, above, once known as “Team Reject,”](#) which defeated top-ranked Sweden.

Here’s the full [medal count](#).

Matt Kennedy/Marvel Studios-Disney



9. “**Black Panther**” is [breaking box office records](#). Our magazine writer called it a “defining moment for black America” in an essay that explores Wakanda’s emotional power and symbolism. Above, Chadwick Boseman, who plays the Panther.

“The film arrives as a corporate product,” [Carvell Wallace writes](#). “But we are using it for our own purposes, posting with unbridled ardor about what we’re going to wear to the opening night, announcing the depths of the squads we’ll be rolling with, declaring that Feb. 16, 2018, will be ‘the Blackest Day in History.’”

Meridith Kohut for The New York Times



10. Finally, did you keep up with the headlines this week? Test your knowledge with [our news quiz](#). (And if you'd like to see today's front page, it's [here](#).)

A friendly reminder: It's not all bad news out there. Here are some [great things we wrote about this week](#), including a new, 10 million-acre national park system in Chile, above.

Have a great week.

Your Weekend Briefing is published Sundays at 6 a.m. Eastern.

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