

To: Members of the College Council and College Community  
Date: September 16, 2024  
From: Amanda Kalin, Secretary  
Subject: Agenda for College Council Meeting 9/24/24 @ 3:00PM

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The College Council will meet on Tuesday, September 24, 2024 at 3:00 PM in Room U-219.

### **AGENDA**

I. Approval of the minutes of the meetings held on May 28, 2024 (posted [HERE](#)).

#### II. Reports

A. Welcome Address from the Chair of College Council, Daniel Kane

B. President's Report

C. Introduction of Steering Committee Chairs and Fall 2024 Goals

- Curriculum Committee, Scott Cally, Chair
- Instructional Committee, Dorina Tila, Chair
- Legislative Committee, Shoshana Friedman, Chair
- Shared Governance Committee, Matthew Gartner, Chair
- Strategic Planning and Budget Committee, Thomas Degrezia, Chair
- Students Committee, Jeffrey Delgado, Chair

D. DEI Standing Committee, Vice Chair of College Council, Cynthia Olvina

E. Budget Report, Interim VP of Finance and Administration, Andres Escobar

F. College-wide Phishing Request, CIO Asif Hussain

III. New Business

IV. Events/Announcements

**COLLEGE COUNCIL CALENDAR 2024-2025**

Tuesday, October 29, 2024 @ 3:00 PM in U-219

Tuesday, November 19, 2024 @ 3:00 PM in U-219

## **Diversity, Equity, and Inclusion (DEI) Standing Committee**

### **For Constitution:**

**Diversity, Equity, and Inclusion (DEI) Standing Committee:** *shall be concerned with advancing diversity, equity, and inclusion across our college community, cultivating an environment of respect, understanding, and belonging for faculty, staff, and students at all levels of academic and campus life.*

### **For Procedural Handbook\*:**

- a) Review, evaluate, and propose recommendations to promote an institutional commitment to an effective, unifying, and consistent campus-wide DEI vision and plan.
- b) Sponsor proposals that can enhance Kingsborough's success at addressing diversity, equity, and inclusion at all levels.
- c) Develop recommendations for other College Council Standing Committees to help include and implement diversity, equity, and inclusion initiatives within policies and practices. Additionally, develop a plan to increase participation from faculty and staff in DEI efforts.
- d) Identify or create tools for individuals and programs to assess DEI-related gaps and needs.
- e) Work closely with the Office of Equal Opportunity and other DEI-related offices to make recommendations and foster a coordinated and collaborative connection between DEI work and college governance.

\*This language will not be included in the Constitution (Governance Plan). It will be included in the First Draft of the Procedural Handbook as discussed at the 2/27/24 College Council Meeting.

# College-Wide Phishing Test

## **Proposal:**

Possibility of conducting a phishing test within the Kingsborough Community. Several CUNY entities, including BMCC and the Central office, have successfully carried out such tests.

The implementation of phishing tests can offer several significant benefits:

1. **Enhanced Security Awareness:** Phishing tests help in educating staff and students about the various tactics used by cybercriminals, thereby increasing overall awareness and vigilance.
2. **Identification of Vulnerabilities:** These tests can identify which individuals or departments are more susceptible to phishing attacks, allowing for targeted training and improvement in security protocols.
3. **Risk Mitigation:** By recognizing and addressing vulnerabilities, we can significantly reduce the risk of actual phishing attacks, thereby protecting sensitive information and maintaining the integrity of our systems.
4. **Compliance and Best Practices:** Regular phishing testing is considered a best practice in cybersecurity and can help us comply with any relevant regulations or guidelines. Also helps in process of obtaining CyberSecurity insurance or reducing premiums.
5. **Preparedness for Real Attacks:** Conducting these tests prepares our community for potential real-world attacks, ensuring that we can respond quickly and effectively.

## **Outcome:**

The results of the phishing test, such as a success or failure rate (with no identifiable information) along with synopsis of what were the discernable indicators in the phishing test, will be shared at a future College Council meeting. Learning about the results may help people realize the severity of phishing attacks. Implementing a phishing test at Kingsborough Community College will be a proactive step towards strengthening our cybersecurity measures.

## **Q & A**

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**Question: Would there be a record or tracking of which Faculty/Staff members clicked on the Phishing attempt - if so, could this have a negative impact on personnel?**

**Answer:** Yes, tracking will occur at both the individual and aggregate levels. However, the individual-level data will be kept confidential and will not be disclosed to anyone within the organization. Only aggregate data will be used to assess the overall awareness and behavior of the community in order to improve security training and awareness initiatives. The purpose of this tracking is educational, not punitive. The goal is to identify patterns or trends in order to offer more targeted security training, rather than to penalize specific individuals. This means that there will be no negative impact on personnel based on their participation in the phishing test.

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**Question: What if someone decided to click on the links - what happens?**

**Answer:** Since this is a simulated phishing test, no harm will occur if someone clicks on the link. The test is designed to educate users by mimicking a real phishing scenario, so that they can learn to identify and avoid such threats in the future. After the test, participants will typically receive feedback explaining why the link was a phishing attempt, how they can recognize similar attempts in the future, and what best practices to follow to avoid falling victim to real phishing scams.

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**Question: By alerting the College Community that there will be an upcoming Phishing Test, does this invalidate the results/data?**

**Answer:** No, the College Community would not be alerted to the exact time or specifics of the phishing test. Announcing that phishing awareness training is part of a security initiative is standard, but participants will not know the precise details of the test itself. This ensures that the data collected remains valid, as individuals will still be exposed to the phishing attempt in a way that simulates a real-world scenario. The focus is on observing natural responses to potential phishing threats and using that information to improve security training.

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**Question: Would this require IRB approval?**

**Answer:** No, this type of activity does not require Institutional Review Board (IRB) approval because the data collected is not intended for research purposes. The purpose of phishing tests is to improve the security posture of the organization by identifying vulnerabilities and educating staff, not to conduct research or gather data for academic study. Since there is no human subject research involved, IRB oversight is not necessary.

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