

SRC September 2015 Quarterly Minutes

Day One: Sept 2, 2015

In Attendance

Shain Anderson, Michelle Barlow, Holley Boots, Debora Brown-Johnson, LaWanda Cook, Paul Czech, Greg Danis, Pat Dowse, Michael Irwin, Martha Jackson, Robert Linton, Jennifer Machucki, Joann Marshall, Dennis Martinez, Patricia Mazzariello, Liam McNabb, Ceylane Meyers-Ruff, Erica Molina, Joanie Parker, Patrick Pascarella, Michael Peluso, Tonya Robinson-Mayer, Lourdes Rosa-Carrasquillo, Lisa Rosano-Kaczkowski, Fredda Rosen, Bill Schultz, Michael Sherman, Elizabeth Skender, Kevin Smith, Chad Underwood, and (on phone) Julie Cardone, Lois Tannenbaum, and Craig Wolfson.

What	Outcomes
<p><i>Call To Order & Welcome</i></p> <ul style="list-style-type: none">• <i>Member Introductions</i>• <i>Review & Approve June Minutes</i>• <i>Review Action Items</i>• <i>Public Comment</i>	<p><u>Call to Order</u> - Michael Irwin, SRC Chair, called meeting to order and welcomed members of the Council. It was noted that the location of the March 2016 meeting will be held at the Hilton Garden Inn, Troy, NY. SRC members were also encouraged to attend NDEAM (National Disability Employment Awareness Month) events around the state</p> <p><u>Introduction of new members</u> - LaWanda Cook, SRC Vice-Chair welcomed Jennifer Machucki, Holley Boots, Liam McNabb and Greg Danis.</p> <p><u>June minutes</u> - approved. <u>Action Items</u> – None <u>Public Comments</u> – none.</p>
<p><i>ACCES & ACCES-VR Updates, Reports & Dialogue</i></p> <ul style="list-style-type: none">• <i>WIOA</i>• <i>High School Equivalency</i>• <i>VR State Plan</i>• <i>Strategic Planning</i>• <i>Decision To Rebid/Restructure Core Rehabilitation Services (CRS)</i>• <i>SRC Recommendations</i>	<p>Kevin Smith, ACCES Deputy Commissioner Debora Brown-Johnson, ACCES Assistant Commissioner</p> <p><u>WIOA</u> - The Deputy Commissioner noted ACCES VR continues to partner with the New York State Department of Labor (DOL) in the development of a Coordinated State Plan pursuant to the Workforce Innovation and Opportunity Act (WIOA). While central office collaboration is important we will also be working to foster relationship building on the regional and local levels.</p> <p><u>Board of Regents</u> - The State Education Department under the Board of Regents (BOR) is a constitutionally distinct entity in New York State. We are not part of the Governor's executive branch. The Regents are nominated and elected by a majority in the legislature which has traditionally meant assembly democrats. There have been some significant BOR membership changes recently. To find out more, you can go to the New York State Education department website. http://www.regents.nysed.gov/. P-12 education issues have dominated the BOR's attention, however, the recent appointments and recognition of the importance of VR and P 12/special education collaboration are factors that have generated BOR attention to our issues.</p> <p>Council members welcome the news that Elizabeth Skender has recently been appointed to the position of Senior Transition and Statewide Youth Services Vocational Rehabilitation Counselor at ACCES-VR.</p>

Discussion focused on the advantages to early intervention associated with successful transition outcomes.

SRC Correspondence - The Deputy Commissioner recapped the recent dialogue with Councilmembers over the SRC's intent to communicate Employment 1st recommendations directly to the Gov.'s office. The SRC's role is to provide advice and recommendations to ACCES- VR and SED and there was agreement that an SRC policy statement would be developed that clarifies ACCES VR and/or SED has been developed to guide future actions. In this instance, ACCES VR had no objections to the content of the correspondence, but has to reserve the right to review and approve SRC correspondence to be shared outside of ACCES VR and/or beyond the department. By now everyone is aware that the original SRC letter to the Gov. was endorsed and sent to the Gov. under the SED Commissioner Mary Ellen Elia's letterhead and signature.

Discussion: Chad Underwood raised a question about the ability of ACCES to act on the advice of the SRC to draft such a letter in the future and was assured that there would be every effort made in this regard. Pat Dowse also suggested that the letter appear on the new website.

Response: Kevin committed to having the letter posted on the website and an electronic copy will be made available to the full SRC membership.

High School Equivalency (HSE) - We have a new HSE company, CTB/McGraw Hill sold its data to the Data Recognition Corporation out of Minneapolis, Minnesota. As the name suggests they do a lot of work on the data side of assessment. We intend to assign our contract to this new company until the close of 2016, then we are going to open bid. The subsequent contract will go for at least three years. Kevin Smith went on to say that there is much concern about reasonable accommodations in terms of American Sign vs Universal Sign Language and the use of Braille, and that ACCES has been working with the New York State Commission for the Blind (NYSCB) on this. We are in contact with our test vendors to make sure that accessibility issues are addressed.

Elizabeth Skender added that the Transition Unit was going to continue to pool parents about reasonable accommodation for testing.

Combined State Plan - The feds gave us a year to submit a new Combined State Plan with the Department of Labor. There is a distinction between a joint state plan and a combined state plan. States have the option of adding additional partners into the combined State planning process beyond the "core" programs identified in the law. At this juncture it appears that New York will be including the Office of Temporary Assistance for Needy Families (TANF). So that the Combined State Plan will include: DOL, NYSED (VR & Adult Education), NYSCB and TANF).

Strategic Planning - Debora Brown-Johnson commented upon recent developments associated with implementation of the ACCES-VR the Strategic Plan: The RFP for the new case management system has been released. Three companies have expressed interest and one of them is a vendor of similar services for many state VR programs across the country. Another one is a local New York State company that has worked with the Commission for the Blind and the third is a local software company. The names of the companies are not available until after the RFP process has been completed.

Information Sharing through the Department of Labor - We have officially submitted the application to begin receiving report information from the DOL. In response to a question from Lourdes Rosa-Carrasquillo it was stated that the MOU is not completed, we are just starting the process but we will be happy to share the MOU with this body when it is completed.

ACCES-VR Marketing - The advertising campaign associated with the communication section of the Strategic Plan was also discussed. ACCES-VR will post ads on the outside of public transportation vehicles first in NY City and then upstate soon after. Two reps from the NYC area volunteered to report when the first ad was seen. Martha Jackson asked if the ad campaign included service for business as well as individuals with disabilities. Right now it is for individuals with disabilities seeking services but that extending it to business is a good idea worthy of further discussion and development.

A question was answered about marketing in languages other than English which is also being planned. In reference to transition, our new Community Employment Specialists can be considered a branch of marketing as they are going directly into the schools and speaking to staff about VR services.

Core Rehabilitation Services (CRS) - Due to the changes resulting from WIOA, we are looking at re-issue of the CRS RFP and are working on some new services as well as some revisions in current services. A CRS presentation is scheduled for Day Two of this quarterly meeting.

Independent Hearing Officer (IHO) Training – in response to a previous SRC recommendation, fair hearing officers will be receiving disability etiquette/disability literacy training at their next statewide training.

ACCES-VR Staffing Update – Kevin Smith shared information about the new staffing pattern for District Offices and announced that additional staff has been hired for the new Data Unit that has been anticipated for so long. It is expected that the availability and ease to acquiring data will be much better going forward. The Transition and Youth Services Unit represents the additional capacity to carry out the priority of strengthening our connections with P-12's Office of Special Education at the Central Office and local levels.

Comments – Pat Dowse suggested that we consider giving recognition to those school districts that do

	<p>things well with transition, and that VR might have representation at Superintendent meetings; and with WIOA's emphasis on youth we have the opportunity to bring all the partners to the table.</p> <p><i>Response</i> – Debora B. noted that the ACCES-VR Senior Transition counselors are working with all aspects of the transition process including designing a new transition referral packet.</p>
<p><i>Executive Committee & Membership Committee Reports</i></p>	<p>Michael Irwin, SRC Chair</p> <p>External Communication Process - Committee reviewed this and approved it. This protocol concerns how we do, in fact, communicate with outside entities of any kind beyond the family of ACCES/ State Education Department.</p> <p>Committee Leadership - Changes and the effective flow of leadership from one year to the next were discussed. LaWanda Cook 's SRC Vice-Chair term will end December 2016 and Michael Irwin's SRC Chair term will end December 2017. It was suggested to create a Vice Co-Chair and the Executive Committee agreed. Nominations for this new position will go forward and that person would become the chair in 2017. In this way there would be a past chairperson. Mike I. would cease his role in 2017 to assist with the transition of the new person. Discussion ensued about having someone who has at least two years' experience on the SRC. LaWanda C. replied that this is our challenge and the Membership Committee will meet today to address these concerns</p> <p>Themes for 2016 – Mike I., We are seeking suggestions for potential themes for our work in 2016. This year it is WIOA. Transition or youth are candidates, but please discuss this in your committees.</p> <p>Membership – LaWanda C. announced the membership committee is seeking potential new candidates for SRC membership. We are accepting resumes from folks you may know who might be interested in serving. We will make recommendations at our December meeting. This body must have at least 51% disability representation, so keep this in mind. We would also like to have more representation from schools but there are many different groups that we'd like to have represented.</p> <p>Annual Report Update – Michael Peluso set out timelines for development of the SRC annual report with committee summaries and other components due by early October. Our goal is to have a final draft available for review by the full Council and the December 2015 quarterly meeting.</p>
<p><i>NYSILC (New York State Independent Living Council) Update</i></p>	<p>Chad W. Underwood, CEO, Access to Independence of Cortland County, Inc., provided an update on the current New York State Independent Living Council (NYSILC) activities.</p> <ul style="list-style-type: none"> • NYSILC has launched a Leadership Development and Civic Engagement Plan which raises funds to support and engage youth in civic engagement activities across the state and country, including attending regional or national conferences, lobbying, educating state or national leaders on disability priorities, etc. Information is available at www.NYSILC.org with an option to make a

	<p>donation to help fund this initiative.</p> <ul style="list-style-type: none"> • NYSILC is engaged in their three year state plan process. Currently, NYSILC is engaged in the needs assessment phase which requires collecting data from consumers and providers across the state on underserved areas and unmet needs of people with disabilities from a variety of perspectives. A survey monkey was distributed online to ILCs to further distribute to providers. The state plan guides the portion of federal money for ILCs for the next three years. • There are a number of hearings coming up similar to how ACCES-VR conducts hearings for their state plan process. Chad will get the information out to the SRC. • NYAIL's 2015 Conference & Expo Conference is being held at the Hilton Garden Inn, Troy, NY on Sept. 16 & 17, 2015. Information is online at www.ILNY.org. • NYSILC is looking at how to improve collect and record data so that it can be analyzed more in depth. • NYSILC has launched efforts to request an increase in funding from the legislature this year up to 18 million dollars and over the next three years up to 25 million. Chad requested that at the next meeting a recommendation could be made to support this funding initiative.
<p><i>CAP (Client Assistance Program) Update</i></p>	<p>Erica Molina, Esq., CAP Director provided an overview of DRNY and CAP current activities:</p> <ul style="list-style-type: none"> • DRNY recently approved a new CAP brochure. It is also available in large print and electronically. • CAP has developed a list of priorities that focus on different substantive areas. The priority list was distributed in June to the full SRC, Commission for the Blind and other interested parties and public comment was open until July 31. No public comment was received. The priorities as identified in June are most likely the priorities that will be set in place for the next three years and will be in place as of October 1, 2015. • DRNY has assured the Gov.'s office that CAP will undertake outreach in all 62 counties throughout NYS in the first fiscal year. It looks as if that promise will be met by the end of September. CAP advocates have done presentations at most VR Offices and Satellite Offices.
<p><i>SUNY Potsdam Consumer Satisfaction Update</i></p>	<p>Michelle Barlow, ACCES-VR Quality Assurance Unit <u>SUNY Potsdam consumer satisfaction surveys.</u> Five thousand surveys randomly chosen have been sent out and they have exceeded their goal of getting 100 completed surveys returned. The first batch is focused on people who were successfully placed, determining satisfaction with the placement process. The next effort will be to conduct business forums upstate and downstate. The one thing that we came away with was the concern for placing</p>

	<p>individuals with criminal backgrounds. Another issue that emerged was the lack of awareness of ACCES-VR and the need for more marketing of our services and incentives to business. We expect that much of data about the consumer surveys will be available to us early next year. The researchers can also dig a little more with phone interviews. The next survey that is going out will measure overall consumer satisfaction. There will be another four surveys going out until the end of the contract. We are very pleased with their work so far and we do have another four years on this contract, so if you have suggestions for additional surveys please let us hear them.</p>
<p><i>Committee Meetings</i></p> <p><i>Meeting Adjourned</i></p>	<p>Standing committee meetings were convened.</p>

SRC Quarterly Meeting

Day Two: Sept 3, 2015

In Attendance:

Shain Anderson, Holley Boots, Debora Brown-Johnson, Frank Coco, LaWanda Cook, Deborah Croce, Paul Czech, Greg Danis (DDPC), Pat Dowse, Alan Gallagher (DOL), Peter Herrig (NYSCB), Michael Irwin, Martha Jackson, Robert Linton, Jennifer Machucki, Joann Marshall, Dennis Martinez, Patricia Mazzariello, Ceylane Meyers-Ruff, Erica Molina, Joanie Parker, Michael Peluso, Tonya Robinson-Mayer, Lourdes Rosa-Carrasquillo, Lisa Rosano-Kaczkowski, Fredda Rosen, Bill Schultz, Michael Sherman, Elizabeth Skender, Chad Underwood, Lisa Van Ryn and Lois Tannenbaum and Craig Wolfson (on phone).

What	Outcomes
<p>Call To Order, Welcome, Introductions</p>	<p>Michael Irwin, SRC Chair - Introductions Go-Around</p>
<p>WIOA</p> <ul style="list-style-type: none"> <i>Review & Discuss SRC. VR & Combined State Plan Recommendations and Feedback</i> <i>Initial summary of August, 2015 State Plan</i> 	<p>Lisa Van Ryn, Manager, Resource Development, ACCES-VR</p> <p><u>Combined State Plan activities</u></p> <ul style="list-style-type: none"> The Combined State Plan includes four core programs: Department of Labor, New York State Commission for the Blind, ACCES Adult Education, ACCES-VR and TANF. WIOA is the first legislative reform for the public work force system in almost 15 years. It's replacing or re-authorizing four programs, the Workforce Investment act of 1998, the Adult Education and Family Literacy Act, the Wagner-Peyser Act of 1933 (unemployment) and the Rehab Act of 1973.

Meetings

- *Identification of final State Plan issues for SRC feedback.*
- *Update on New WIOA Driven Service Option*
- *Comprehensive Communication Supports & Training for Individuals on the Autism Spectrum*

- The vision and operational strategy of the Combined Plan is based on a thorough understanding of the economic opportunities and the work force needs of NYS.
- Not everything can be done at once and included in the plan. It will evolve and include additional opportunities that come along.
- Some of the common themes in the plan include: coordination/integration across core programs; use of sector partnerships and career pathways; stronger business engagement; focus on those with barriers to employment; focus on youth; integration of service delivery across programs and breakdown of bureaucracy.
- There are new accountability core measurements which must be met by the State. Examples include
 - Tracking people in unsubsidized employment during the second and fourth quarter after exit from the VR program. This has not previously been done at ACCES-VR so we will have to set in place a way to do that.
 - Looking at earnings at different points in the VR process, not just at closure.
 - Tracking people who obtain credential and looking at skill gain when someone is in a training program (what measure are they attaining from year-to-year).
 - Looking at effectiveness in serving employers. (This we have a little bit more time to develop, but we need to start thinking about it so we are ready to measure it when it is required.)
 - Youth measure including if the person is in training (we will be looking at training as well as employment).
- The VR Component of the 2016 State Plan Requirements include: (1) Input and Recommendations for the SRC; (2) Comprehensive System of Personnel Development; (3) Annual Estimates; (4) Goals and Plans for Title VI, Part B Funds (SE Dollars); and (5) Evaluation & Progress in Achieving Goals.

See [State Plan Discussion Sept.2015.pptx](#)

Lisa reviewed each of the individual committee's recommendations and the priority areas for the Combined State Plan. Discussion focused on the question of whether to pursue aggressive goals when consumers are facing barriers outside of ACCES VR's control (e.g., transportation, economic conditions and an increase in youth population, etc. Committee members need to consider that the measures placed into the plan will be hard to amend and/or take out. Once you commit to putting

	<p>something into the plan and say you will meet it, it becomes difficult to change. Not every target measure needs to go into the plan.</p> <ul style="list-style-type: none"> • Members discussed the fact that we should not be afraid to set aggressive target numbers. Meeting aggressive target numbers will not happen on its own, it's part of the overall process where everyone is working together to make that happen. So if you change target numbers, you're also going to change the impetus to make it happen. • The Workforce Development Committee recommended expanding the IES network to include a position in each District Office to help expand business engagement, apprenticeships and middle skills jobs with growth potential. • Pat Dowse recommended in light of the discussion around CRS, revisiting the concept of supported education for college students similar to what OMH offers on a regular basis to offer support to students to help get through the college experience. • Paul Czech recommended including in the plan reconnecting with not-for-profit agencies to advertise and promote awareness about ACCES-VR services. • Michael Peluso recommended looking more specifically at certificate programs at community colleges specifically in terms of what wrap around supports can we build into and/or around these training programs straight through to employment. • Pat Dowse recommended that additional CES's be hired in the future as linkages to the local colleges. Elizabeth Skender replied that many of the current CES's have already connected with the Disability Coordinators at the local colleges with hope to replicate throughout the state. • Erica Molina recommended that consumers be educated early on of their responsibilities in the VR process. <p>Lisa asked committees to prioritize their recommendations before moving forward for finalization.</p>
<p>Core Rehabilitation Services (CRS)</p> <ul style="list-style-type: none"> • <i>CRS Overview & Future Planning</i> 	<p>Ray Pierce, Coordinator for ACCES-VR Service Delivery</p> <p><u>CRS and future planning activities</u></p> <p>He has engaged stakeholders through the state plan public forums planning, meetings with ACCES-VR district office staff and VRCs, CRS vendors and provider associations. Additionally, some of the provider associations completed surveys of CRS services and obtained feedback on how things are working. The narrative is continuing and ACCES-VR has a baseline on what is working and what things we need to think about in the next phase of the CRS contract. The proposed tentative date for the new CRS</p>

contract is January 2017.

See: [CRS SRC.pptx](#)

Some of the positive things people have identified include:

- Easier to manage CRS by combining unified services and reducing the number of contracts to manage (eliminating the need to manage multiple awards, multiple performance measures, different types of services, different requirements, etc.)
- Increasing the rate for work readiness skills training
- Increasing the number of new providers on contract
- Positive success with youth employment services
- Milestones easier to track than hourly rates
- Increased rehabs for supported employment

Some of the issues people have identified include:

- Reduced contract capacity
- Contract adjustment process requires a bit of work administratively to move things around in the contract to support people
- Amendment process presents challenges administratively
- Rates were challenging to some providers, while others were positive about rates
- Additional challenges included method of award, performance measures, some of the bonus payments for supported employment
- Moving forward the new WIOA requirements must be incorporated into the new CRS contract

Discussion: Ray requested some short term ideas to address utilization of the CRS

contract and some new ideas going forward long term to incorporate into the new CRS 2.0 contract:

- Customized Employment should be utilized in intensive supported employment and also as a separate service
- There is a need for additional conversation regarding customized employment and self-employment. Many of the strategies required of self-employment are inherent to customized employment definition.
- A customized employment process has outcomes including a customized job and completion of the discovery process allowing discovery of the person, their skills, assessment for completion of the discovery process and the detailed vocational profile that comes along with it which could be a milestone outcome.

	<ul style="list-style-type: none"> • The customized employment approach focuses on making a very good job match. It may be difficult to do good customized work in supported employment because we are trying to move these folks through a lot quicker and there may not be enough time to make a good job match. • A cultural shift is needed by VR staff utilizing the CRS contract to appropriately utilize the new core services as a discovery/exploration process rather than the long standing alternative to pigeon-hole most significantly disabled people into intensive supported employment placements, i.e., job readiness is currently being underutilized at only 35 percent capacity of its projected 75 percent. Similarly, benefits advisement is also underutilized – some providers are not receiving referrals. • VRCs huge caseload size is a barrier which prevents VRCs from having the time to utilize the available menu of contract services appropriately to tailor to an individual's needs. There appears to be a disconnect with VRCs using the contract appropriately. • A suggestion was made to track data of those consumers that received job readiness services and track how they succeeded over time and in the placement process verses someone who did not receive that service. • There is a need for person centered individualized services. A suggestion was made to consider offering work readiness individually in addition to a group setting because individuals with severe disabilities are typically not productive in group instruction. <p>ACCES-VR will take into consideration the comments and suggestions resulting from this discussion and will look at expanding individualized services, look at rates, consider whether groups make sense or doing more one-to-one makes more sense, depending on the person's ability level.</p>
Working Lunch-Committee Meetings	Committee's finalize their VR/Combined State Plan & other recommendations
SRC Business Committee Reports 4.2 Recommendations	Michael Irwin, SRC Chair & Full Council <u>Policy and Planning Committee (PPC)</u> PPC is the lead SRC Committee in assisting ACCES-VR the development of the Combined State Plan under WIOA. The committee will review, and synthesize all committee priorities to make recommendations to VR as appropriate. The PPC will come up with five priorities from the combined State Plan. Recommendation: The PPC formally recommends that it should be kept aware of all Statewide Letters

	<p>of agreement/MOU presented to ACCES-VR and that these documents with background be sent to the Committee for review prior to its enactment.</p> <p><u>QAI Committee</u></p> <p><u>4.2 Recommendation:</u> Policy and Planning Committee recommends that the membership committee, during recruitment of potential SRC candidates; and ACCES-VR staff providing orientation to approved council members. inform each candidate member or member that their role is strictly advisors to ACCES-VR information, procedures and policies provided to them. Motion: Lourdes Rosa-Carrasquillo; Seconded: Bill Schultz; Vote: Yea=17; Nay=0; Abstaining: =0; Motion Passes Unanimously.</p> <p><u>4.2 Recommendation:</u> SRC recommends that ACCES-VR make all state plan meetings on site and remotely universally accessible. Motion: Michael Irwin; Seconded Shain Anderson; Vote: Yea=17; Nay=0; Abstaining: =0; Motion Passes Unanimously</p> <p><u>Recommendation:</u> The SRC recommends that ACCES-VR develop a proposed set of metrics to present to the SRC on a semi-annual basis that facilitate a high level of summary evaluation of ACCES-VR programs relating to Attachment 4.11(c)(i) State Goals & Priorities. The metrics should be provided to the full SRC at least four (4) weeks prior the March and September meetings. The metrics should also include written description as to describe measures that are underway that aim to address deficient results. Motion: Chad Underwood; Seconded: Lourdes Rosa-Carrasquillo Vote: Yea-18; Nay-0; Abstaining;-1; Motion Passes</p>
<p>SRC Business continued... Ex-Officio Member Updates</p>	<p><u>TRAID</u> - Lisa Rosano, Director, Technology Related Assistance for Individuals with Disabilities Program (TRAID/AH) reported that TRAIID/AH has recently issued a competitive request for proposal to establish 12 regional trade centers that provide device demonstration, device loan training and outreach for assistive technology. All of the centers that applied are the same existing centers.</p> <p><u>DDPC</u> - Greg Danis, NYS Disabilities Planning Council (DDPC) reported that DDPC is a year into its State Plan work, and has started to conduct focus groups around the state with an eye to</p>

	<p>outreach to ethnic and racially diverse communities throughout the state as well as the O L G B T C Q community. A survey will be going live next week. Also an RFP was recently closed out for a grant in supported decision making. DDPC also has language translation funds to fund the translation of documents. Information is on the DDPC website.</p> <p>DOL - Alan Gallagher, NYS Department of Labor (DOL) reported that the primary focus of the disability employment initiative is to improve programmatic and physical access to job seekers with disabilities. The participating career centers in Suffolk, Hempstead Saratoga, Warren, Washington, Cortland and Cayuga focus on ticket to work and helping individuals on SSI/SSDI become more financially self-sufficient. This current initiative (round 4) will end in 2016. DDPC is currently applying for round 6, a two and a half million dollar grant that's going towards funding additional DRCs, with a career pathways focus as opposed to service deliverables. The initiative will engage the workforce development community (businesses and training providers).</p>
Other Business	<p>Martha Jackson, Mayor's Office for People with Disabilities suggested the SRC consider having Carol Reardon from DOL speak at the next quarterly meeting about apprenticeships.</p> <p>LaWanda Cook, Cornell University, ILR School of Employment and Disability Institute will send an email to SRC members regarding SRC membership as soon with parameters and deadlines for interviews.</p>
Meeting Adjourned	Next Quarterly Meeting – December 2-3, 2015