


The meeting was called to order at 3:02pm.

1. Approval of Minutes
   February 24, 2015

   - Minutes from the February 24 meeting were approved with 1 abstention.

2. Provost’s Report (Dr. Destler’s arrival was delayed)
   Jeremy Haefner, Provost and Senior Vice President for Academic Affairs
   - Acknowledged recent RIT Athletics achievements including: Men’s Hockey 2nd straight Atlantic Hockey title; strong season start for baseball; and senior diver Natalie Snyder named the Liberty League Women’s Diver of the Week for the fifth time this season.
   - It’s been a record year for athletes receiving academic honors. Kudos to them and all students.
   - Another good year for Fulbright; two students have been awarded fellowships and we anticipate a third.
   - We should also feel great about recent postings on RIT Reddit. Students have been posting thank yous for random acts of kindness, putting notes on cars offering to help each other, etc. This is magnificent to see and we applaud them.

3. Student Conduct Report
   Dawn Meza Soufleris, Associate Vice President, Student Affairs
   Joe Johnston, Director, Student Conduct and Conflict Resolution
   (Presentation available on the RIT Digital Archive)

   Critical Incidents Dashboard
   - Dawn shared the Critical Incidents Dashboard which is prepared monthly for Dr. Sandra Johnson, Sr. Vice President for Student Affairs, which shows the number of incidents in these areas: student deaths, non-academic misconduct, Title IX cases, SBCT Case
Management, and Residence Life Outreach by month, with totals for year-to-date, last year-to-date and total for previous year.

- Residence Life Outreach – new approach this year – still doing programming but outreach is their main focus to ensure that students are safe, healthy and not at risk.
- There is a 43% increase in Good Samaritan Policy cases. This is a healthy sign indicating that bystanders are coming forward and helping their fellow students.
- To date this year we are seeing a 6% increase in total conduct cases. Alcohol incidents are up and drug-related incidents are down. It is typical to see these figures seesaw year to year.
- Student Behavior Consultation Team (SBCT) cases are up 20% this year and we have seen 15-35% in recent years.
- In 2014-15, Residence Life did 1000 outreaches; as of Feb 2016, they have done 1600.

**Title IX Cases**

- Joe reviewed a snapshot of Title IX cases based on 10 randomly chosen incidents. Average RIT staff hours spent per Title IX case was 50.5. This estimate did not include the time of Public Safety, CARES Program calls, Residence Life outreaches, or Student Behavior Consultation Team (SBCT) referrals.
- Comparison of RIT against local colleges shows we have a much higher ratio of Title IX hearings per 1000 students compared to our neighboring schools. In fact, we have more than the other Rochester areas colleges combined. This is because complainants are feeling more supported and thus more comfortable in reporting incidents and not because there is an increase in the number of assaults.
- Title IX Team meets weekly like SBCT and has a full-time coordinator— but more investment in staff is required. The average report is 29 pages long, though they varied from 8 – 150 pages. On average, hearings involve 5.8 staff and 30 minutes to 3.5 hours. A case that is appealed averages 50 staff hours.
- Joe reviewed that we currently have completed 45 Title IX conduct hearings this year, a significant increase over the 36 from last year – with three months to go.

**Q:** How were the staff hours calculated?

**A:** Total # of hours x total # of staff ex. 6 staff x 3 hrs = 18 person hours

**Q:** Looking back at the number of staff hours and the increase in number of cases here – this does not seem sustainable. How are we to determine where to invest funds?

**A:** While it seems there are many more incidents here as compared to other campuses, it is because we are doing a better job at encouraging reporting. This is a good thing. Ultimately, we believe this will cause the number of assaults to decrease because our students will know we are serious about moving cases forward through the conduct process. We try to conclude cases in 60 days. We provide students the opportunity to tell their story, in front of others, in a situation where someone makes a judgement. We feel this is the best model.
Q: Where are we in reporting the real increase in cases...how do we know the real difference between RIT and U of Rochester?
A: We are administering a climate survey and this should give those answers. Part of it is faith in the spirit of what we are doing. As we promote reporting, the reporting, but not the number of incidents has increased. Also, NY State is requiring schools to report incidents. We don’t know how NY is going to share this info, but we hope it will be in a format that will provide further answers for us.

Q: These numbers really concern me. The rise in the number of reports does not mean a real increase in incidents? Also, given the time spent on these cases, do we have enough staff to take care of what is going on? Is it the type of students we have? How students are now?
A: Not downplaying, but we know 1 in 5 students experience some form of this. Our numbers are not 1 in 5. If truly 1 in 5 students on this campus experience an incident, we should be seeing significantly higher numbers. Because it’s safer to come forward, the number of reports is going up. But, we think there are still things happening that are not reported. We are transparent in reporting because it’s right thing to do.

Comment: Thank you and applause for what you are doing.

Q: You shared comparison of RIT to regional schools. Will we be compared to all NY schools? Things are always more complicated than they look. If we had more data, it might be clearer.
A: We are hoping NY State will do that. There is a concern among schools about looking bad.

Q: You put a very positive rap on the increase. I think it is a mixed bag. If you were to come back next year with a steeper increase, would you still see it as positive? I see both sides, but not as just positive.
A: Staff at the Center for Women and Gender (CWG) and other confidential sources report students are now saying they feel comfortable and are therefore now reporting incidents from the past. It can sometimes take students months of working with CWG staff to get ready to face a Public Safety investigator, or conduct staff member, or their offender.

Q: The work you do around bystander training will help to reduce the number of incidents as student learn to help in this way. Showing the “Hunting Ground” raises awareness for offenders and allows them to re-think their behavior and for students to counsel their peers to think before acting.

Dr. Destler commented that the faculty are correct that if we are doing our job this curve should bend in the other direction over time.
A: There’s a lot of time before students get here during which their attitudes are being developed. There is a push in NY to start these conversations in middle and high school. We can’t take an 18 year old freshman and in two orientation programs change their attitude. But, as time goes on, this prior education in middle and high school will mean students will arrive with a different mindset.

Comment: As a student, I see this increase in incidents as willingness to report.

Comment: I think we are misinterpreting this graph...the distance between top of this graph and the real rate is injustice – the unreported incidents. We want to close this gap.
Q: What are the students being charged with and when does the hearing take place?
A: For 1st Q, we don’t have data about which charges, but it’s a wide variety. Failure to comply and stalking, sexual assault, intercourse and non-consensual touching. We don’t have enough yet to have a good understanding. Alcohol and miscommunication are big factors around consent.

Q: Who are these students? Are they freshmen, seniors, commuters, etc.?
A: They are male. That is the common theme. After that, it’s pretty wide open demographically.

Q: Do you involve outside law enforcement?
A: Our protocol is we offer that in every situation and get a signature from student if they decline.

4. Innovative Learning Institute Update
   Neil Hair, Executive Director, ILI
   (Presentation available on the RIT Digital Archive)

   • We were given two goals to address: 1) Broaden online learning space and 2) create exceptional learning experiences
   • Teaching & Learning Services (TLS) facilitates faculty use of our Learning Management System (myCourses) and fosters pedagogical practices
   • Faculty Support Updates:
     o Global Classroom - making investments in technology to allow faculty to teach globally
     o First annual Teaching and Learning Symposium held in August 2015 and first Online Learning Summit
     o Group subscription purchase of Magna 20-Minute Mentor Commons
     o Updated captioning resources and development of a Universal Design for Learning
   • Changes are coming to myCourses. RIT will be moving to the vendor’s (D2L) cloud between spring and summer terms and upgraded between summer and fall terms.
     o This will provide seamless upgrades and access to additional features of the system
     o As part of the switch RIT has secured pilot access to the vendors learning analytics package
     o Faculty use of myCourses was 87% in fall and 75% of all RIT courses that term used it
   • Academic Technology Updates:
     o Google integration added to myCourses
     o Site license for Camtasia and Ensemble Video integration with myCourses which will automate the captioning process
     o Exploring a site license for Qualtrics survey software
     o Piloting 360° camera in classrooms as a lecture capture format
• **RIT Online Updates:**
  - Promote awareness of programs outside of RIT
  - Creating concierge services for prospective students
  - Enrollment numbers have overshot the predictions made one year ago for pure online students who have never been on campus
  - RIT Online Portfolio includes 28 online programs; 8 in development; and an additional 32 being explored.
  - Increasing numbers of on-campus students (at least 25%) are taking online courses. Four to five years ago, this was in decline
  - Twenty-five percent of faculty are offering courses online and this is growing
  - We are re-designing how students can enroll in courses – look for the new RIT Online website. Students will be able to apply using mobile devices.
  - Creating virtual RIT online e-campus utilizing feeds from other systems to deliver a unique learning experience
  - Getting recognized for our efforts – ranked #1 by OnlineColleges.net, #1 in NYS on BestSchools.org and #11 for Best Online Colleges for 2015 by BestSchools.org.
  - RIT’s partnership with edX: we’ve been charged with creating working groups to operationalize this platform to create great experiences for our students. Will report more on this in future.

**Q:** The 360° camera – can you elaborate?
**A:** It will allow a Video ethnography of the classroom. We would need to students to sign disclaimers, but can use it to explore new boundaries.

**Q:** Is there was a process in place to regularly review our catalog of online courses to ensure that they remain up to date with current technology?
**A:** Yes we conduct regular tech surveys to faculty and students and design our catalog for faculty around these surveys.

**Q:** Great presentation. I understand the bulk of revenue comes from on campus students. Is there a point at which we don’t want online to get any larger?
**A:** We would like to have two thousand online students by 2025. With faculty teaching online 25% are doing it. Would like to see 50%. We used to be pre-eminent in online learning. Want to get back there.

Dr. Destler commented: the number of students is small compared to completion, but the quality of the experience is better and we will see these numbers grow. While trustees may see this as cheaper way to teach, it’s not that cheap and not necessarily a game changer in those terms for students either.

**Q:** Will there be a push in marketing online courses to on-campus students?
**A:** Yes. As part of re-design, every online course will be highlighted in new RIT Online. We are looking to raise the profile and to market to students on co-op.

**Q:** I prefer eight week classes? Will they be included in the online course catalog?
**A:** We are hoping to extol the benefits of the eight week format to faculty, but that lies in jurisdiction of colleges. Evidence shows other students also prefer 8 weeks.
Q: What about growth in blended classes – is this the best of both?  
A: We are working on university definitions of blended, flipped and online formats and then notifying students so that they can elect to take them. We are working on it.

Q: I applaud ILI for their attention to accessibility. Is there any data on non-captioned materials?  
A: We train all new adjuncts regarding accessibility and work with The Wallace Center on New Faculty Orientation so those faculty also have the information they need to be compliant. And we are constantly trying to communicate the Ensemble Video service so faculty will know captioning will be taken care of.

5. **Proposed Changes to Policy E 27.0: Performance Appraisal**  
Lauren Shields, Chair, RIT Staff Council

- RSC gets feedback about the performance evaluation process. Policy was revised to help ensure uniformity in administering appraisals across campus, while allowing individual units to do an appropriate process for their staff.
- I’d like to extend my thanks to staff members from multiple departments who were on the committee, to the president and provost who invited us to present at Dean’s Council and to Human Resources. We have done our due diligence.
- The policy is not a huge change from the previous one. It has taken what was in practice and putting it in one place. Human Resources was amazing in helping us.
- Student Government has given their approval. Academic Senate made a change and approved the policy.

Dr. Destler: the process has been appropriately vetted and approved.

Motion made, seconded, and approved, 35 for, 0 opposed and 0 abstentions. Motion passed.

6. **New Business**
- None.

Meeting was adjourned at 4:15pm.