

# RIT | University Council

## Meeting Minutes: November 20, 2019

The meeting was called to order at 3:01 p.m.

### Minutes from October 30, 2019 Meeting

The minutes were approved with 1 opposed.

### President's Report

We had a very successful series of meetings earlier this month with the Board of Trustees. I will report on just a few topics due to the length of today's agenda.

- John Trierweiler and Ian Mortimer reported on admissions recruitment marketing for recruiting. All indicators are way up and some off charts. And thank you to all who help out when we have these open house events. We are getting rave reviews from visitors.
- Some members of the board met with Student Government (SG). Thanks to SG for organizing. Evaluations completed by the trustees showed they were very pleased with this event.
- Keith Jenkins, Division of Diversity and Inclusion (DDI) gave a report that illustrated how big, deep, broad, and effective DDI really is. The board is always asking for us to work on different aspects of diversity and we seldom take time to look at all we have achieved. The board got to see and they were thrilled.
- Ellen Granberg and Ian Mortimer presented on online learning including an incentive for revenue sharing with the colleges.
- Sandy Johnson gave a brief report on the initial work of the Mental Health Task Force recommendations as well as the pluses and minuses of moving our sports teams to Division I. We expect the Division I Task Force to make progress by the March board meeting and to deliver the final report by early summer for the board's review at their July meeting. The task force will be consulting with others on campus.

Last week Jim Watters, Jim Yarrington and I met with the architect to review concepts for the IMLC building. They brought models made by Northeastern University co-op students. We settled on a design concept. Due to concern about the heavy pedestrian traffic between the Wallace Library and Monroe Hall, the design incorporates an open, nicely landscaped space between the buildings with connecting bridges above. There may be room on bridges for offices. The lower floor will be maker space and the upper will include classrooms. There will be a black box theatre on the library side. Current plans for the Monroe Hall side call for a dance studio and rehearsal rooms for individuals and ensembles. When we have architectural drawings, we will share them. I'm very excited about what we have now. What they presented was better than anything else we have seen.

### Hobson's 6-year Graduation Readiness (*presentation available on [RIT Digital Archive](#)*)

Ellen Granberg, Sr. VP of Academic Affairs and Provost

Goal 3 in the RIT Strategic Plan is a 78% six-year graduation rate by 2025. Currently, 30% of full-time first year (FTFT) students never earn a degree from RIT. The graduation rate varies by college and has been going up in some – a good sign. Many of our peer universities are at 80% graduation rate although we admit similarly strong students. We have a number of initiatives underway focused on student success and recently brought in the Hobsons educational consulting firm to do a review. Their finding and recommendations can be found in slides 6-10 of the presentation.

**Q:** Are there any tools being looked at that can help connect students to assistance, for instance a student might be closer to an athletic coach, but their advisor may not be aware of this helpful connection.

**A:** That is a good example of the kind of coordination recommended in the study.

**Q:** I'm an academic advisor and I agree with the finding that staff carry the majority of the "burden" for student success. Increased advising by faculty would help with retention. Some of our colleges have great advising and in some, 2nd year and up students have to meet with faculty advisors.

**A:** Yes, this is an important piece.

Dr. Munson commented that at his previous university, every student was required to meet with their advisor and every faculty member had advisees. Also, graduation rate is an important factor in the U.S. News & World Report magazine rankings.

**Student Health and Wellness Update** (*presentation available on [RIT Digital Archive](#)*)

Sandra Johnson, Sr. Vice President of Student Affairs

Wendy Gelbard, Assoc. VP, Wellness

I am glad to have this chance to update the community. Supporting students in their overall well-being is a university wide responsibility. We are doing lot of things at the service and also the cultural level. As the Mental Health Task Force Report showed, we need to have a *culture of care* at the university and at all campus touchpoints. Advisors are a key touchpoint. Our marketing tagline is "Connection is Prevention." We will be focusing efforts on prevention and early intervention to prevent the need for crisis intervention.

**Service Enhancements Include**

- Staffing additions in multiple areas. We feel we have a good solid base and have some embedded staff in clinical offices and the Q Center. There is good work happening in embed areas. Clinicians are consulting with faculty and staff and we are learning about different student populations.
- Extended hours in student health and counseling centers
- All of our medical providers can now prescribe psychiatric meds. We are sending email appointment reminders and talking with Legal Affairs about using text for these reminders.

**Outreach and Ed**

- We had a very successful start to the year in September due to community of faculty, staff, and students that went beyond the posters you saw all over campus which send a message around connection and care. For first year students a full wellness carnival was held during orientation including clubs, student orgs and the offices that work around wellness and well-being. Courses in Stress Management and Financial Wellness have been added and are available to all students.
- There's been tremendous faculty/staff outreach. We've been invited to talk with departments about how they can be part of the network of support and we were present at the new faculty and staff orientations. Our Wellness Peer Educators have been very busy listening to students. We have already seen success and hope to grow this program further.

**Marketing & Communication Strategy**

- From student meetings, we learned the need to get info about resources out and we just hired a Marketing & Communications Specialist.
- Last year, we did stories about real students and how they overcame obstacles such as financial trouble, eating disorder, etc. This sends message to students that you are not the only one, reduces stigma and promotes support. We will be doing this again with student leaders. Posters will go in key locations. Other universities have been very interested in this from an international perspective. We are sending a great message that you are welcome and supported here.
- We are focusing on development of an integrated marketing and communication strategy to get messaging out to all groups consistently and strategically.

I will close with the reminder that we are all part of this Tigers Care Community.

**Q:** At the recent RIT Benefits Fair, I found out that we have telemedicine and teletherapy services available. Are students able to use this?

**A:** No, that's part of our faculty/staff health insurance. But we have a service students can call 24/7 that routes them back to our staff for assistance.

**Q:** The credit requirements for full-time status for undergrad and graduate students are different – 12 and 9 credits respectively. But the Student Health Center does not recognize graduate students with 9 credits as eligible for service.

**A:** Those credit thresholds for full-time status relate to the [IPEDS](#) rubric for determining the number of full-time students. All graduate students can pay the Student Health Fee or they can pay a fee for the services as they use them.

**Q:** CHST got approval for degree to train students to provide this kind of service in university settings. We would love to work with your peer educators.

**A:** We have a very robust intern program interning with Nazareth College and other area schools.

**Q:** A counselor embedded in a college is a great idea. Will you be rolling this out to other colleges?

**A:** It is not planned for all colleges. We are looking to determine where it is needed, analyzing data and making adjustments.

**Q:** Are there support groups for students?

**A:** We have group therapy, but these are established groups, not drop in. We also host support groups such as Smart Recovery for addiction support. We are looking at data to find other populations to support.

**Faculty & Staff Compensation-Market Adjustment Program Update** (*presentation file available on [RIT Digital Archive](#)*)

Judy Bender, Associate VP, Human Resources

Our compensation philosophy has not changed. We remain committed to paying competitively to market and utilizing peer institutions and market data for benchmarking. We target to achieve, on average, compensation levels at the 50<sup>th</sup> percentile for the market for both faculty and staff. Due to enrollment changes this past year, we had a much smaller pool of dollars. The bulk of the pool went to merit increases. The Key Compensation Levers are: Hiring Process-Initial Salary Offer | Merit Process | Promotions | Market Adjustments.

Slides detailing Performance Rating Distribution, Merit Distribution, Market Adjustment information and Compa-Ratio Adjustments for each employee group are available in the presentation file.

We continue to have a third party perform an annual equity review of salaries of all categories: faculty, exempt and non-exempt staff. The results continue to show no statistically significant negative differences in pay based on gender or AALANA status. We also continue to work with RIT ADVANCE on tenure track salary.

Salary is just a portion of your total compensation. Here's a reminder that you can review your total compensation – salary and benefits – at any time in [Oracle Self-Serve](#).

**Q:** Any recent analysis on how our benefits compare to benchmark?

**A:** We do, but I would have to check with [CUPA-HR](#). It's hard to benchmark medical plans because there are so many ways to do them. Ours would be considered rich plans, so we know we are in very good shape there. I will ask the benefits group to do an analysis.

**Title IX Annual Report** (*presentation file available on [RIT Digital Archive](#)*)

Stacy DeRooy, Director of Title IX and Clery Compliance

We have two new staff members: Darci Lane-Williams has joined us as Assistant Director and Catherine Farina as Title IX Investigator/Coordinator. We have clear cut expectations for handling incidents and everyone follows processes that ensure equity for all involved. A prompt and equitable resolution is very important. Both parties are heard and have access to everything needed for a fair process. In addition to the Title IX office, there are a number of other Key Players: Board of Trustees and Senior Leadership, Student Affairs, Public Safety, Responsible Employees, Human Resources, Office of Legal Affairs, Diversity and Inclusion and the Office of Compliance and Ethics.

There are two primary university policies addressing Sex Discrimination and Harassment. They are: C06.0 Policy Prohibiting Discrimination and Harassment (applies to employees and visitors) and D19.0 Student Gender-based and Sexual Misconduct Policy. It's important to note that conduct does not have to be illegal to be unacceptable. When conduct is inappropriate, RIT may hold employees accountable under other related policies. Other policies and preambles were reviewed in slides 14-15. Statistics for student and employee incidents can be found in slides 18-24. Details on Continuous Improvement Plans can be found in slides 25 – 28.

We work to ensure we are on the right track by:

- Constantly looking at cases in the news and legal updates.
- Belonging to a consortium of Title IX coordinators.
- Continuing partnerships with ADVANCE, Diversity & Inclusion and the Ombuds Office.
- Enhancing advocacy programs for all parties in Title IX cases. Our office will communicate with both parties early on in the process, providing more transparency so students know what to expect.

I'm happy to note that there is interest for a task force on sexual harassment to deliver a climate survey and strategic communication plan, which Heidi Nickisher will present to you later in this meeting.

**Q:** I'm in a Greek organization and I have attended ~11 Title IX trainings and they have not been consistent. I am concerned because students are receiving differing information.

**A:** We are working closely with Student Wellness, clubs and organizations to make sure we are compliant and that students and Greeks get consistent info about reporting, and bystander education. In terms of delivery of training, we will have an online module very soon. Students will only need to take it once, even if have multiple roles on campus. I would like to hear more from you regarding your participation and Greek training.

**Establish Task Force on Sexual Misconduct** (*presentation file available on [RIT Digital Archive](#)*)

Heidi Nickisher, Chair, Academic Senate

Stacy really covered the situation in her presentation. The recent [AAU Survey on Sexual Assault & Misconduct](#) contains shocking stats regarding these issues on campuses. It was shared with colleges, Student Government and Staff Council and precipitated a discussion at Senate which culminated in a Senate motion to convene a task force to ensure best practices and create culture change at RIT. The Senate motion passed and I am here to respectfully request that University Council Executive Committee establish and charge a university wide Task Force on Sexual Misconduct.

A motion was made and seconded. Discussion:

**Q:** Have we had a previous Task Force to study this issue?

**A:** No.

**Q:** What would the Task Force do?

**A:** As in the Senate slide and as Stacy said – work with the Title IX Office to conduct a climate survey | ensure best practices are in place | focus on achieving culture change among faculty, staff and students.

A motion was made and seconded to vote to ask UCEC to establish and charge a Task Force. Motion passed with one abstention.

**C04.0 Individual Conflict of Interest and Commitment Policy REVISION** (*presentation file and draft policy available on [RIT Digital Archive](#)*)

Erika Duthiers, Assistant Vice President, Compliance and Ethics

My office is responsible for this policy which was last updated in 2012. We started the review with a survey of our benchmark group policies as well as looking at our policy and the questions received about it over the years. It was clear it needed substantial revision. We held open forums to gather feedback and incorporated it into the policy. Key areas of revision include:

- clearer definitions,
- enhanced descriptions, examples of when disclosures might be required to assist in determining what a conflict is
- FAQ added
- Management Plan Templates
- Better clarity on what is a gift and when to disclose. We worked with procurement to make sure we are consistent with their policy.
- clarified the appeals process

**New Business**

- None

Meeting adjourned at 4:49 pm.

Attendance – see next page.

## Attendance November 20, 2019

Name	Relationship to UC	Attended	Name	Relationship to UC	Attended
Aftab, Anika	Member-SG	x	Maggelakis, Sophia Alt. Larry Buckley	Member-Dean	x
Aimi, Janelle	Alternate-SC		Mallon, Jessica	Member-SC	
Bailey, Margaret	Member-AS		Mayberry, Kit	Non-Voting Member	
Bamonto, Suzanne	Member-AS	x	Megraw, Liam	Member-SG	x
Bender, Judy	Non-Voting Member	x	Milliken, Renee	Member-SC	x
Buckley, Gerard	Member-Dean	x	Mortimer, Ian	Non-Voting Member	
Clarke, Cathy	Member-SC	x	Mozrall, Jacqueline	Member-Dean	
Cohen, Lindsay	Alternate-SC		Munson, David	Non-Voting Member & EC	x
Collison, Chris (fall 2018) alt. C. Marchetti	Member-AS	x	Nasr, Nabil	Alternate-Member-Dean	
Cuculick, Jessica	Member-AS		Newman, Atia	Member-AS	
Cummings, Twyla	Member-Dean	x	Nguyen, Christina	Member-SG	x
Doolittle, Dick	Member-AS	x	Nickisher, Heidi	Member-AS	x
Edwards, Doreen	Member-Dean	x	Ornt, Daniel	Member-Dean	x
Fagenbaum, Barb	Alternate-SC		Prescott, Joanna	Member-SC	
Finnerty, Bob	Non-Voting Member	x	Provenzano, Susan	Non-Voting Member	x
Gascon, Bryan	Member-SG	x	Quartieri, Gail	Member-SC	
Granberg, Ellen	Member & EC	x	Quinn, Bryan	Member-SG	x
Haake, Anne	Member-Dean	x	Raffaelle, Ryne	Non-Voting Member	x
Hall, James	Member-Dean		Ramkumar, S. Manian	Member-Dean	
Hernandez, Paulina	Member-SG	x	Reed, Carol	Alternate-SC	
Hull, Clyde	Member-AS	x	Roy, Ryan alt. Ada Phillips	Member-SG	x
Jaff, Zayneb	Member-SG	x	Rudar, Nicholas	Member-SG	
Jenkins, Keith	Non-Voting Member	x	Saia, Abbey alt. C. St. Denny	Member-SG	x
Johnson, Sandra	Non-Voting Member	x	St. Denny, Chris	Member-SG	
Jokl, Todd	Member-Dean	x	Stendardi, Deborah	Non-Voting Member	
Kiely, Becky	Member-SC	x	Stiner, Holly	Member-SC	x
Kleiman, Laura	Alternate-SC		Taylor, Jennifer	Alternate-SC	
Krutz, Daniel	Member-AS	x	Thomas, Shawn	Member-SC	x
Landi, Bryan (spring)	Member-AS		Trierweiler, John	Non-Voting Member	x
Le, Thomas Nhat	Member-SG	x	Vallone, Lindsay	Member-SC	x
Liedkie, Jennifer	Member-SC		Watters, James	Non-Voting Member	
Lindsay, Susan	Member-SC	x	Williams, Eric	Member-AS	
Loffredo, Joe	Non-Voting Member		Winebrake, Jamie	Alternate-Member-Dean	
Lukowiak, Marcin (fall)	Member-AS	x	Zion, George	Member-AS	x
Lutzer, Carl (spr 2020)	Member-AS				

**Interpreters:** Sarah Schneckeburger and Catherine Kiwitt