

RIT | University Council

Meeting Minutes: February 14, 2024

The meeting was called to order at 3:09

Approve Minutes of January 17, 2024 Meeting:

Minutes approved 34-0-0

President's Report:

CONSTRUCTION UPDATES

- There have been a number of successful events since the last meeting, including the final celebration of the SHED completion this past January 18th. The space has had rave reviews from both visitors and faculty/staff, and more and more of our students are getting trained to utilize the heavy-duty shop equipment.
- The new research building has been framed up for quite a while now as progress continues on the construction near Global Village.
- The new theater has had its steel starting to go up and is looking marvelous. The building itself is twisted and on a diagonal, an intentional choice by the architect to differentiate from the current buildings on campus.
- Next month in March construction will start on the new stadium near Parking Lot D. We are looking forward to the new construction to replace what I jokingly call a "high school stadium," and while the construction is underway, we will still be able to have our lacrosse and soccer teams play.

POTENTIAL SCHOOL SPIRIT ACQUISITION

- A question for the students– there is an opportunity for RIT to acquire an enormous bell, and an idea to mount said bell near the new stadium to ring after a victory. This would be like the bell we use in the hockey arena currently, but this bell dwarfs it in size, as it is probably bigger than the Liberty Bell.
 - With it being about four feet tall from top to bottom, we could have the biggest bell around and allow students and visitors to touch and see it, with precautions to protect it of course.
 - This could become a part of our campus traditions, something with significance for students to ring both on their first time on campus and their last as a student.

CURRENT EVENTS

- We held the Expressions of King's Legacy event on January 30th, kudos to Keith's team for their work; the program had many special comments from in and out of the university about how wonderful it was.
- Ovation occurred and had everything from A to Z and created a lot of fun for the audience there, so a big thanks to everyone that worked on that.
- The final tally for last fiscal year's research expenditures came in at more than 72 million dollars, which means we have already surpassed our 2025 strategic plan goal by two years.

- I had the privilege to meet with the candidates for the convocation speakers for both the graduate and undergraduate level, which is a reminder that we will be at convocation before we know it.
 - Thank you to the provost and Sandy as well as the number of others that helped with these interviews, while I do not have to be there at these lunches, it is great to hear from a number of our very best students and their dreams for the future.
- One reason why I was late today was because two first year CET students had shown up to my office on the seventh floor to talk about how much they love RIT. One of the joys about this job is how often this happens; as a very inclusive university, while we do have problems, we can still see that there are a lot of happy people that are over the moon to be here at RIT.

United Way Campaign (*presentation files available on the [University Council website](#)*)

Nicole Prahler, Associate Director, Conferences and Special Events, United Way Co-Coordinator
Ellen Johnson, 2024 RIT United Way Campaign Chairperson

CAMPAIGN MISSION AND GOALS

- I (Nicole Prahler) am one of the co-coordinators who has taken over since Lynn Rowoth, who for 18 years was planning it, has retired. Debbie Kiel is a new RIT staff member and the other co-coordinator. We also have Kate Fox in the office who helps support the campaign as well.
- United Way is the only philanthropic endeavor that RIT asks our staff to donate to and there are hundreds of agencies to which you can select to designate your funds.
- Ellen Johnson is the volunteer campaign chair from the NTID Office of Budget and Finance and will lead the presentation.
- The mission is to unite the goodwill and resources of the community so that everyone can thrive.
- Our goal is \$285,000 and 900 donors.
- This year's tagline is "Power of one, collective impact of many". The United Way Community Fund represents the impact of our university constituent groups.
- The United Way Community Fund supports four impact areas – youth success, financial security, healthy community, and community resiliency.
 - The fourth wand community resiliency is based around sustainable efforts in the environment and the community. This can be seen as community gardens being built, access to water, heat and buying more sustainable materials for homes and vehicles. This can also be seen as how we respond to crisis in the community (such as the flooding in Canandaigua last summer).
- This year's campaign goal is \$285,000 dollars, so far, our campaign goal has already achieved \$26,148 from five events.
- RIT Marketing and Communications production team is working on three videos that will include NTID President Gerry Buckley and his wife, President Munson and his wife, Provost Prabu David, and Dean Matt Huenerfauth.

UNITED WAY AGENCIES DIRECTLY SUPPORTING TIGERS

- Center for Youth – supports our most at risk students and provide stable housing for young adults.
- CHS – a merger between Chili, Henrietta and Scottsville volunteer ambulance services.

- They transport area (RIT) students to the hospital when our own ambulance is unable to do so. They also provide financial support for students who are unable to afford the care given to them.
- Legal Aid Society of Rochester - help students dealing with immigration citizenship cases and other legal matters at no cost.
- Trillium Health - offers support for health and mental health care for many students. They specialize in LGBTQIA+ care.
- Willow – supports students in domestic violence situations.
- There is a total of 15 top volunteer agencies that RIT students give their time and talent to. These include The Hochstein Music School, Genesee Country Village and Museum, Junior Achievement and many others.
 - In 2022-2023 academic year, students reported completing 18,865 service hours equaling an economic impact of \$581,042.
 - Students also reported giving \$123,124 in philanthropic donations to local and global causes.

GETTING INVOLVED

- Volunteers are the foundation of any successful campaign.
- The United Way campaign at RIT is almost entirely volunteer driven. We count on our talented staff to give back to their communities in ways that are comfortable and achievable for them.
- The easiest way to become involved is to attend one of our events.
- The kickoff event is the PB Jam on March 1st and there will be several more events in the month of March.
- There are volunteer positions available on the steering committee which is made up of representatives from across campus.
 - This committee meets monthly to receive campaign updates and the members also meet with subcommittees they have chosen for campaign execution.
- There are leadership positions available such as campaign chair and co-chair which are the face of the campaign.
- There are also key captains who are the leaders promoting the campaign to employees in their area.
- We want to make donations as easy as possible for our RIT community and you can make an e-pledge to donate an amount that is automatically deducted from your paycheck. Every donation makes an impact to the community.
- We ask that all employees complete the donation form. You do not necessarily have to give in order to participate in the campaign, but, if all departments complete the form, then that qualifies as 100% participation.

UPCOMING EVENTS

- The campaign runs through March. The events not only raise funds but also generate interest in the campaign.
- The PB Jam kickoff event on March 1st has a goal of making 2000 sandwiches for local programs that tackle food insecurity, so please contact Nicole if you are interested in wearing an orange hair net to support our efforts.
- The charity auction runs from March 19th to 29th. This is an annual event with 40 chairs decorated by various RIT students, staff, and faculty. Each artist selects a local United Way charity to benefit from the auction proceeds.

- The annual spring pie sale takes place February 29th – March 14th. The goal is 250 pies sold with funds direct to Special Touch Bakery (Holy Childhood).
- Day of Caring is May 23rd which will benefit the local community and will help hundreds of local projects. Many sites will provide breakfast and/or lunch for their volunteers.

MORE INFORMATION

- Visit the website (rit.edu/unitedway) to learn more and send questions to unitedway@rit.edu
- Follow the campaign on social media @UnitedWayRIT

COMMENT: We will have the chairs for the charity auction in the Campus Center around what was the fountain. They will start arriving February 26th and will be on display through the month of march. We have already received one from an artist that did a Dr Seuss theme. We made about \$5,000 last year from this event. If you are looking for some office furniture, it is a great enhancement.

Athletics Update (*presentation files available on the [University Council website](#)*)

Jacqueline Nicholson, Executive Director, Intercollegiate Athletics

ATHLETICS RECAP

- We have 25 sports programs now that one of our initiatives of bringing the cheerleading program under the RIT athletics fold has been completed, with about 675 student athletes as well.
- Recapping where we ended last school year with the men's and women's diving program holding the Liberty League title and gearing up to compete again very soon, the men's lacrosse team has won the Liberty League title, which they have won every year since we joined the Liberty League.
 - Numerous academic all-Americans, all-Americans, and rookie of the year honors, and other honors.
 - Last year was the first year of the athletic scholarship program from Division I men's and women's hockey as well as many new institutional hirings for the athletics programs, displaying the institutional commitment to athletics, and future allotments for these program's scholarships.
- The Fall semester is usually our quickest semester, as there is the least amount of participating sports programs running, whereas January through May is our bread and butter with the majority of programs competing.
- The women's soccer team had a really strong showing at the NCAA conference, and the Women's cross-country team finished third at their NCAA conference, with a freshman making the conference which was a great showing. Additionally, volleyball had a great showing at the Liberty League.

CURRENT STATE OF ATHLETICS

- So where are we now? We are in the thick of Tiger athletics currently, with our women's ice hockey team having their best season in the past 12 years.
 - For those who don't know, the team has won more games this year alone than in the past four combined, which makes us excited for what those scholarships have done and the direction we have taken with the program.

- The vibes in that locker room have completely changed, with close games being played and our student athletes completely charged with energy, and so I encourage everyone to attend a women's hockey game, it does not cost you anything just show your ID.
- Tommy Scarfone was named as a top ten finalist for the goalie of the year for the country and we are excited to see where he ends up.
- Senior Day celebrations are on the horizon for some programs, as well as the men's and women's swimming and diving championship seasons being underway with the teams going to Ithaca to compete soon. We are confident our teams will have a strong showing and we can potentially see two champion titles coming back to RIT.
- The wrestling program is having its last home game in Ritter arena this Friday, so if you have yet to see an athletic program in the arena, we encourage you to attend.
 - We will be honoring Kaidon Winters, who was our most decorated men's wrestler of all time, finishing their career 77-3 which is unheard of for Division III.
- Also having our indoor track and field program competing at the Liberty League Championship and some students slated to compete at the NCAA conference in a few weeks so we are looking forward to that.
- The Spring season is on the horizon, so our lacrosse teams have started having scrimmages outside, with our baseball and softball teams starting their seasons down in Florida.
- There is a new coach for our rowing program that has begun evaluating and making decisions for the direction of the team, with new boats coming down the pipeline.
 - Our team has one of the few boathouses that belong to a division III team in the country, and if you are interested in checking out the boathouse and possibly getting out on the water, let me know. However, I would advise waiting until June due to the water temperature.
- Men and women's track and field teams are continuing their season now, as well as the men and women's lacrosse teams are gearing up for their season with a large number of freshmen that replaced the seniors from last year.
- Finally, the cheerleading team has grown in the past two years from 25 students to 47, with a majority being women. There are now students coming to join teams like this here at RIT, increasing our female population of athletes. Soon we will be holding our first home competition for cheerleading, and we are excited for the direction of the program as a whole.

STUDENT ATHLETES

- Student athletes support one another. All games outside of men's hockey are free to attend and we encourage students to show up and stop by to see what we have going on.
- Our student athletes are still students at the end of the day, and these programs incentivize many prospective students to come to RIT to study.
 - Our average GPA for the Fall was a 3.38, showing our students are still giving their best in the classroom and in the game.
- Participation in these activities encourages students to develop many life skills that employers have come to notice, leading companies to seek out our student athletes specifically to hire them. With the success we have had with our hockey and lacrosse programs, the athletics brand here at RIT has been growing.

THE FUTURE OF ATHLETICS

- For me, taking RIT to the next level or being the best, means that over the next five years we have to focus on the core areas we are missing to provide student athletes with the services and opportunities they need.

- We started down this path two years ago when we hired Olivia Winkfield to ensure that our student athletes have the wrap around services they need.
- We have been working to increase our visibility both in and outside of the campus, working with alumni outreach and engagement teams to strategically reach out and encourage alumni to come visit Rochester and see what our teams have to offer (despite the weather). We have worked through advancement to focus even more on Baltimore and DC for these efforts as well.
- Student athlete recruitment is another one of those big areas of focus for the program, as we have gotten more dollars to send our coaches out onto the road to get to know new student athletes, so if you see an RIT branded car on the road you'll know why.
- We have had several student governments presidents that have been very supportive of athletics and ensure that they show up to our men and women's games to make sure they are engaged and support our community outreach as we work to enhance that student athlete experience.
 - We want our athletes to walk away from RIT and be able to look back at the experience fondly with no negative connotations.
- We also have had great investment in the administrative staff side of things, increasing our head coaches' contracts as we work to get our coaches on a full time basis to ensure they are given the support they need to continue their work.
- We have brought in a full-time strength and conditioning coach, putting us at two full time and two part time coaches that work with our 675 student athletes on a daily basis.
- Further expansion of partnerships with alumni relations are underway as we ensure that everything follows branding guidelines and procedures.
- Local community branding and public relations are being worked on over the next few weeks on campus as we move toward some strategic branding and increasing presence in the media and the news.
 - We have a saturation of sports in the area with the number of other colleges/universities and the Buffalo Bills. We are working to address this and have worked with the K-12 programs office in local schools to reach future students through our student athletes.
- Further integration of campus partners is underway and new work with the mar-comm team led by Bob Finnerty is underway, as well as the organization of new campus camps and clinics to get youth in the area interested and engaged with the campus. We want to expose them to RIT early with events like our weekend softball camps for eight year olds.
- We also now have Ryan as an embedded counselor for our student athletes to ensure they have someone there for them.
- Since I started my position, we have made over 50 million dollars of investments into the athletic facilities, but I want to highlight the Clark Gymnasium as we are working to replace the original flooring from the building's construction decades ago.
 - This process will take 12 to 18 weeks and will refresh the entire space. Following spring break it will be shut down with the goal of getting it ready for the volleyball team in August.
- Frank Ritter arena has lost its ice and has transitioned back to RIT Athletics, and following ImagineRIT, the space will be shut down to receive turf to have it ready by the summer to be used as a home arena and space for wellness classes and extracurriculars.
- The biggest facility on the horizon is the new Tiger stadium that is having its groundbreaking this March.
 - The construction will have some effect on the spaces available in the D lot.
 - The timeline will be approximately 24 months of construction.

- We are excited for that space to open as it will be home to our lacrosse and soccer programs and will have facility locker rooms for players and coaches, offices, concession stands. It will be one of the first buildings you see coming out of the Lomb Memorial Dr. circle and will also be gorgeous from overhead.
- Furthering our efforts to build the local reputation, we have worked with VisitRochester to raise awareness about RIT efforts, and with the NCAA at the national level.
 - Our staff is joining different committees that govern the NCAA to ensure our voice is included in the decision making.
 - By participating in joint efforts nationally and locally, we are working to create opportunities for NCAA conferences to be held in Rochester and at RIT to highlight our programs and the area at large to the industry and prospective students.

Q: There are some huge changes occurring in the NCAA, with student likeness usage being regulated. At Dartmouth, a court ruling allowed their basketball players to unionize and more proposed legislation is being passed down to rationalize what the states are doing. Do you see these things as a swirling turmoil for RIT or are we safe from the effects?

A: There is definitely a lot of mudslinging happening and for the most part we will avoid it for a while but it will eventually trickle down to us from division I to here in division III and especially in our Men and Women's hockey programs. Fortunately, we already have requirements for insurance coverage for injuries up to graduation (or for five years) for athletes, which means we should be okay for now. We keep abreast of these things as they come down the pipeline and the transformations being talked about in the NCAA means we are poised to serve these changes. Over the next three to five years you will definitely see some systematic changes. There are four power conferences in division I and they have grown enormously to the point where they no longer really need the NCAA. The public and Congress have now begun to talk about how things are being administered. We do not want to be painted with the same brush, especially as we are a division III school, and while division III is the largest group in the NCAA, it is sometimes the smallest voice in these discussions. We are seeing changes with the way division III is being represented in governance and with time will see the implications.

Faculty and Staff Compensation-Market Adjustment Program Update (*presentation files available on the [University Council website](#)*)

Christine Ross, Director of Compensation

David Kloc, Assistant Director, Compensation

ANNUAL SALARY INCREASE PROGRAM

- We are going to discuss the results of our annual salary increase program, starting off with some background information and talking through what the process is like for our salary benchmarking processes.
- We are committed here at RIT to paying competitively to the market in comparison to what other organizations are paying for the same or similar work.
- We use external market data to compare ourselves to our peer institutions to see what they pay for comparable work as well as reference market analyses, with the institution targeting a compensation level across all of RIT within the 50th percentile.
 - The 50th percentile, or the market median, signifies that within the market there are 50% of people being paid more than the median pay at RIT and 50% of the market being paid less.

- There is an emphasis on the term ‘on average’ in reference to this targeted goal, as on an individual basis there will be people paid well over that 50th percentile.
- Individual compensation will be based on factors like time and rank, as well as experience, all of which is compared to the rate they earned at the time of their hire.
 - Our goal is to pay above and beyond the market rate, but that goal is based on the average of all employees at RIT.
- Terminology used when discussing compensation includes the term ‘position to market’ and ‘comp-ratio’ as ways to express as a percent where an individual is paid compared to the market.
 - If the market rate for a position was 100,000 dollars and an individual was paid 90,000 dollars, their comp-ratio would be 90% and considered below average.
- For our own analysis, RIT utilizes a number of external market surveys to provide data that we assess our position to market with. Some of the market surveys include CUPA, Western Management, Rochester Chamber of Commerce, Association to Advance Collegiate Schools of Business, among others.
 - Each of these surveys focus on different aspects and areas within the institution and are each used specifically when assessing market rates for different divisions.
 - These are all well established and annually updated surveys, and participants pay for the privilege of viewing and utilizing the results which are administered by professional third parties that are very clear and exact about data submissions and screening the data to ensure its credibility.
- We utilize the provided data concerning the job contents and responsibilities over the titles as many times the titles of positions are not representative of the role.
 - While benchmarking ourselves utilizing this data and against our peer institutions, we also try to look at R1 institutions despite our current consideration as an R2 school to keep ourselves at a higher standard for research. We look at these comparisons on both a national scale, as well as regionally.

THE STATE OF THE PROGRAM

- Turning toward the salary increase program; this consists of two components, the merit component and the market/exceptional performance component.
- Increases to the salary pool are recommended by senior leadership to the Board of Trustees for review, which are taken into consideration alongside the other market factors and analysis, as well as the available funding and anticipated enrollment numbers with the respective tuition discount rate.
 - These are all combined with the analysis of what is needed to compete with our peer institutions and other universities.
- The performance rating distribution for 2023 was the primary driver for merit increase. Surveyed faculty and staff responded that for 24% of faculty, their salary increases met their expectations, while 33% stated it was outstanding, and 5% did not respond to the survey at all.
 - Those who did not respond were more than likely new faculty and staff that did not have enough time at RIT to make a determination of their thoughts on their increases, or received either none or a nominal amount due to their hire date.
 - The average merit increase percentages across the university reflect the prior distributions, with new employees again seeing small partial merit increases that were reflected in the 5% of non-respondents.
- Additionally, to the merit salary increases, RIT is also able to provide market/exceptional performance increases to recognize the faculty and staff contributions to the university. The

- number and size of these recognitions are small, but the leaders in departments are given aid on how to award and determine the criteria for who should be provided recognition, with decisions being reviewed and approved by the deans.
 - The results of these wage increases and their effects on salary and total compensation are fluctuating due to new hires and resignations as well as other market factors, but we are vigilant when monitoring them.
- On a regular basis of every other year, the university engages with an outside consultant to do a regression analysis to see how our faculty and staff (both exempt and non-exempt) are being compensated and to check if there are any unexpected factors that influence how they are being paid.
 - Expected factors would include things like discipline, level of position, performance ratings, and rank among other factors.
 - The latest pay equity review done in 2023 found that there was no statistical negative difference in pay based on gender or AALANA status since 2012.
- This presentation has been focused on the base salary and pay, but it is important to remember that salary is only a part of total compensation and that benefits are a critical part of compensation. Employees have the ability to see their total compensation including benefits in the Oracle Self Service by logging into myinfo.rit.edu and navigating to Employee Self Service, and then My Total Comp Statement.

STAFF ARCHITECTURE PROGRAM

- Lastly, we are working on launching a new initiative in the first quarter, as senior leadership has recognized that RIT dedicated employees are what allows our mission and education to continue, and we are now investing to implement a more traditional career pathway and architecture as a priority.
- By benchmarking ourselves against other universities, we have found this to be highly beneficial, and with our 2,500 staff positions today we understand that it can be very confusing to have a unique job title and description with very little understanding of how other roles at RIT compare to your own and what the next career progression steps are.
- This plan to create an architecture for roles at the university will clarify and make more visible the career structure and employee expectations about career access to information regarding how our roles are aligned to the market definitions.
- We are close to launching the work in this first quarter, and the timing of this meeting is ideal as about 48 hours ago we signed a contract with a consulting partner to assist us with this work and through our benchmarking we have seen that the success of this type of project hinges on having a strong partner.
 - We are signed to work with Segal who has a lot of experience in this area, and we have ensured their credentials are of quality. This is a project very much in the early stages and there will be much more communication to come, but our first steps in this project is working to organize listening sessions to see what the pain points are and to generate suggestions.

Q: If you are a faculty member and you get an outstanding rating and get on average a 3.1% increase in salary as shown in the slide deck, obviously some higher some lower, that raise would ultimately mean nothing with the current inflation rate being considerably higher than 5%. The more equitable way to go about this would be to reduce the merit pool and increase the funds for cost of living. As someone who came to RIT from a unionized institution, they negotiated a 3% increase each year guaranteed. I know this is philosophical but why is cost of living not a larger part of it? If you are meeting expectations the

outcome is a dismal 3.1% increase in salary and you will always be undone by the cost of living at that point.

A: The inflation rates that we have seen have not been as excessive in recent years, and there is not any institution that would be able to provide increases to meet expectations at that rate and we do recognize there are different models that will reach that. Some institutions are more focused on the cost of living when approaching increases, but we are much more focused on merit.

Q: This question comes from discussions in the Council of Chairs; for those of us in supervisory roles, the benchmarking data that is used as input for staff right now and the current levels do not take into account the NYS minimum wage of 15 dollars per hour, as well as the inflation rate. The data being shown about compensation rates compared to the market and the satisfaction of staff is distorted and off-center. We are getting increasing competition for the first several wage bands. For non-tenure faculty wages, there is a 10% difference in pay between the median lecturer salary and the median principal lecturer salary (a representation of approx. 8 years of work), where there is instead a 50% difference between assistant and full professor (12 years of work difference). The expectation that we are increasing salary by about 10% and don't value the long term value they are adding because of the staff ranks and non-tenured ranks are disproportionate. This may also be cloaking the wages for our AALANA and female employees as well and lowering the comp ratios since these factors can have direct influence on these populations when exploring where these issues are occurring internally.

A: I will say that the pay equity analysis that is done will be looking into the representation and pay in different groups. The comp ratio is based on discipline and rank and there are certain disciplines where there are probably more women than men that are in that discipline and we are not sure there is much we can do about that. I do appreciate all of the points you made earlier; we do not have great market data for non-tenure track employees to help us differentiate between those wage bands but hopefully we will see if CUPA can try to work on that point and improve going forward. Comments about staff definitely resonate with what we saw the past few years with the great resignation. More intense competition has caused us to have to compete to retain our staff and we have been looking into what work needs to be done to address this; we would like to have more dollars to put toward our salary increase program. Certainly, at the entry level a number of job categories over the last few years have seen salary changes, but we have a lot more work that needs to be done.

Q: Thank you, Tina and David, for the work done looking into the processes to make sure we are paid properly. To follow up on the first question asked, what would be the most appropriate place to have those conversations about those issues? We at Staff Council are not a union and have limitations on what we can and cannot talk about regarding compensations and the like, so knowing the frequency of those conversations and the appropriate channels would be great.

A: Jo Ellen Pinkham, the chief of Human Resources at RIT mentions that in regards to resources available, the senior level is where we look at where we put those dollars and ideally we would look at both the cost of living as well as base it on merit, but, that has not been an opportunity the past few years. We are actively looking at ways to redistribute and reallocate that funding, but the staff career architecture program will have some effect on reassessing the changes to wages. Our minimum wage is slightly above for staff as we do not pay under 16 dollars, and we are keen to look at the market trends and at our competitors. The issue is that there is more aggregated data that needs to be reviewed and we want to have more conversations on these topics at Staff Council. We are aware that staff career architecture will not be able to solve every problem and we would love to have a discussion about what we can do to solve the market compression issues and address the gaps.

Q: What is the anticipated timeline for the staff architecture program?

A: Probably somewhere between 12 to 15 months, maybe even longer, with it roughly ending the next academic school year. There will be many learnings and opportunities to make changes along the road so you may see some adjustments but we will not stop until we accomplish our goal.

Title IX Annual Report (*presentation files available on the [University Council website](#)*)

Stacy DeRooy, Director, Title IX & Cleary Compliance

STUDENT REPORT

- Talking briefly about the Title IX team and some core data points, we are happy to welcome Amy Stornello as our first full time NTID Deputy Title IX Coordinator and are reporting a change in NTID representation in our cases from 50% to 20% since her joining us.
- We have had Title IX training in which we had more than 18,000 participants interact with the modules and training.
- We have seen a steady uptick in the past eight years not including 2022 of Title IX complaints. We were up to 219 complaints, a 50% increase in workload from 2022, and have seen and felt that change.
 - This a breakdown of the 219 complaints that were from students with 151 of them actually within our scope. This is based on whether the complaint fell into categories of gender-based discrimination or sexual harassment.
- The leading number of complaints involve sexual harassment.
- Resolutions of formal complaints saw a 53% increase due to the increased work and efforts of our officers.
- Formal conduct hearings increased formal mutual resolution agreements and were able to adjudicate the cases in this way, having 11 students be found not responsible in their cases and the remaining ones found responsible with differing sanctions.

FACULTY/STAFF REPORT

- There was a 100% increase in employee complaints from the previous year which speaks to that intake process and is primarily why our annual report is delayed. Again, sexual harassment is being seen the most in the 50 out of 72 complaints that fell within our scope.
 - Employee complaints saw an increase in formal resolutions, indicating an uptick in workload for our investigators and human resources since they are the decision makers for employee cases.
- Of the 25 formal complaints of policy violations, 10 were found not responsible, and 15 were found responsible. A number of the responsible parties were temporary employees and were still sanctioned following verdicts.
- In the Office of Compliance and Ethics (OCE), we take on employee complaints that are beyond sex and gender. There were 66 complaints made to the OCE in FY23 which was a 65% increase over FY22. Of the 66 complaints, 21 were in scope and 52% of complaints were students alleging misconduct by employees (21% increase from the previous year).
- The nature of the allegations varied with the most common themes of disability complaints and race complaints (44%), with a lot of overlapping with other forms of discrimination. Out of the 66 complaints, 16 proceeded to formal investigations and went to HR where 8 respondents were not found responsible, 6 were found responsible and two investigations are still ongoing.
- Our ethics and compliance hotline received 40 complaints.
 - 9 reports alleged harassment and discrimination
 - 5 of the 9 alleged sex and gender/Title IX

- 4 of the 9 alleged other forms of harassment and discrimination
- Our annual report will be coming out shortly and will be sent out as soon as it is available.

Q: Are there two or three types of harassment that was commonly alleged or was it all over the map?

A: It was all over; unwanted attention, unwanted sexual advances, people come to us and think they are being talked about, there are unwanted boundary setting issues and the highest number of complaints come from online harassment involving Discord and issues instituting boundaries online.

Q: I did not see it here but where do we stand in comparison to other schools on some of these topics? Some numbers seem big but may be not so big when compared to other colleges.

A: This data is not required to be collected and shared but we prefer to be transparent. The big answer is that there are not really clear cut comparisons; there are big databases with the big four issues which can be used to compare ourselves somewhat with similar sized campuses in New York. In that regard, our numbers are not that high considering the size of our campus. Some schools are beginning to do their annual reports and there will soon be a search for that data.

Q: The number of rape cases seems very high to me. Can you contextualize that and the role the Monroe County Police have in all of this?

A: The rape number is up, and for context we have changed the definition from sexual assault to non-consensual acts and everything is now under the same definition across policies. On campus 90% or more of the cases are not forcible rape as much as matters of consent. They are severe occurrences, and they are not what most people think the term rape is. It is not usually stranger rape and not occurring through force and against their will, it typically is two people who do know each other and have differing opinions on the definition of consent. The Monroe County Police are in our jurisdiction, and we do refer anyone who has had a crime committed against them to the police. We are not obligated to do so and we give the victim/complainant the power to make that call to involve law enforcement. These cases allow them to go through a Public Safety on campus investigation and/or a police report. However, law enforcement require cases to be beyond a reasonable doubt which would mean many cases would not make it far in the reporting process, which is why we offer options to victims.

Q: Trends keep on going up with cases and I was wondering if there is anything else that can be done or planned for in the future to mitigate these issues, like awareness programs?

A: We believe firmly that these numbers are not reflective of the national number. We know one in five women report being assaulted on campus but we are very confident that the uptick is indicative of our awareness programs and our faculty and staff now being more knowledgeable on what to report, instead of these incidents occurring more often.

New Business

None

Meeting adjourned at 5:06

Attendance – see next page

Attendance 2/14/2024

Name	Relationship to UC	Attended	Name	Relationship to UC	Attended
Aldersley, Stephen	Member-FS		Lapham, JT	Member-SG	X
Asmorom, Naemy	Member-SG	X	Lapizco-Encinas, Blanca	Member-FS	X
Behrend, Mark (Matthew Resnick)	Member-SG	X	Lezette, Michelle (Ross E. Hisert)	Member-SC	X
Bobryk-Ozaki, Myren	Member-SG Alternate		Loffredo, Joe	Non-Voting Member	
Brinkman, Olivia	Member-SG		Lynch, Aidan	Member-SG	X
Buch, Neeraj	Non-Voting Member	X	McQuiller, Laverne	Non-Voting Member	
Buckley, Gerard (Bernie Hurwitz)	Member-Dean	X	Milliken, Renee	Member-SC	X
Butler, Janine (Annemarie Ross)	Member-FS	X	Moran-Pearlman, Katelyn	Member-SG	
Castleberry, Phil	Non-Voting Member		Mozrall, Jacqueline	Member & EC	
Chung, Sorim	Member - FS	X	Munson, David	Non-Voting Member & EC	X
David, Prabu	Member & EC	X	Nasr, Nabil	Member-Dean	
Davis, Kathleen	Non-Voting Member		Newman, Atia	Member & EC	
Deese, Franklin	Member-FS	X	Norris-Martin, Kelly	Member-Dean	X
Dibble, Leah	Member – SG	X	Pauley, Darnae	Member-SG	
Edwards, Doreen	Member-Dean	X	Perez Morales, Kimberly	Member-SG	X
Ehrlich-Scheffer, Kathrine	Member-SC	Excused	Pinkham, Jo Ellen	Non-Voting Member	X
Faber, Josh	Member-FS	X	Raffaella, Ryne	Non-Voting Member	
Finnerty, Bob	Non-Voting Member	X	Ramkumar, S. Manian	Member-Dean	X
Flowers, Rosaline	Member-SG	X	Redman, Emily	Member-SC	Excused
Giasi, Lia	Member-SC	X	Santer, Jon	Member - SC	Excused
Hall, James	Member-Dean		Seyler, Andrew	Member-SG Alternate	
Harrington, Gabrielle	Member-SC	X	Sheffield, Chip	Member-FS	
Herman, Vanessa J.	Non-Voting Member		Slusarski, Diane	Non-Voting Member	X
Heyman, Emily	Member-SC	X	Smith, Evan	Member - SC	X
Hudson, André (Josh Faber)	Member-Dean	X	St. Jean, Bill	Member-SC Alternate	X
Huenerfauth, Matt	Member – Dean	X	Strowe, Brendon	Member & EC	X
Inclema, Ali	Member - SC	X	Thomas, Bolaji	Member-FS	
Jenkins, Keith	Non-Voting Member	X	Trierweiler, John	Non-Voting Member	X
Johnson, Dan	Member-FS		Ulin, Robert	Member-FS	X
Johnson, Sandra	Non-Voting Member	X	Vogler, Gene	Member-SC Alternate	X
Johnson, Scott	Member-FS	X	Wang, Yong Tai	Member-Dean	
Johnston, Joe	Non-Voting Member		Watters, Jim	Non-Voting Member	
Jokl, Todd	Member-Dean	X	Williams, Jackie	Member-SG	X
Jones, Darcie	Member & EC	X	Zehr, Jeremy	Member-SC	Excused
Keeney, Morgan	Member-SG Alternate				

Interpreters: Kirsten Borkowski & Jennaca Saeva

UC Coordinator: Tamaira Brown

Student Assistant: Scott Franco