

APPROVED 10/08/09

ROCHESTER INSTITUTE OF TECHNOLOGY
ACADEMIC SENATE
SEPTEMBER 24, 2009: 12:05 P.M. – 1:50 P.M.
CIMS (Bldg 78)/Room 2230/2240

Absent: L. Bryant, M-B. Cooper, S. Diehl, D. Tower DuBois, S. M. Ramkumar, C. Thoms, J. Voelkel, L. Wild

CALL TO ORDER: 12:05 p.m.

COMMUNICATION OFFICER'S REPORT: Minutes of 9/10/09 were unanimously approved.

EXECUTIVE COMMITTEE REPORT

Eileen Feeny Bushnell reported that at IC President Destler said he is looking to make changes in Institute Council's structure by eliminating some reports at the meetings. Dr. Destler reported that enrollment is up but that more money was given out in financial aid last spring resulting in a 22% discount rate. Depending on the 21-day report, there may be 2 or 3% raises given to the lowest paid faculty and staff at RIT, with the next lowest-paid tier of employees receiving a one-time payment of a set amount. Dr. Destler also reported that Constellation Brands has donated the Widmer Winery to RIT and it may be used by the Chemistry and Hospitality and Service Management programs. Regarding the Rochester Housing Opportunity, the President said RIT will match \$3000 for up to 10 homes that faculty or staff purchase in the City of Rochester. Qualified candidates must live in the district and have worked at RIT for five years.

Paul Rosenberg, Operations Officer, reported that the Brick City Homecoming & Family weekend will take place October 9-11, 2009 here at RIT. There will be various college events along with comedian Jim Gaffigan scheduled for Friday. RIT's homecoming hockey game will take place on Saturday at the Blue Cross arena (\$6 a ticket). Jimmy Wales will be the Horton speaker (\$8 charge). Sunday will be the 5K run and women's soccer in Utica. The Brick City BBQ will be another special event on the calendar for this weekend. The President's alumni ball is a grand event during this celebration weekend with seating at \$50 a seat and \$500 per table.

OLD BUSINESS:

CHARTER CHANGE

P. Rosenberg noted that section 5.1 of the Academic Governance Charter needed to reflect the title changes from assistant provost to associate provost. The senate voted to suspend the rule that a faculty assembly was needed to enact this change, and the motion to approve the title changes to Associate Provost passed with two abstentions.

APPROVAL OF STANDING COMMITTEE CHARGES

The final updated copy of the charges were distributed to senators online prior to the meeting along with a document showing requests for charges and responses to requests. E. Feeny Bushnell noted that charge #9 under the Faculty Affairs Committee was reworded to say "Develop criteria and processes for guiding new hires where tenure and/or expedited tenure is involved." Z. Ninkov commented that he had requested that charge #9 be moved to be #5 instead due to the importance of this charge and the desire to see this be completed in a timely fashion. E. Feeny Bushnell said the committee wanted to keep the charges as is. The executive committee had prioritized all the charges, and the standing committee met and re-prioritized these. Z. Ninkov asked if he should move that bullet 9 be changed to be bullet 5. E. Feeny Bushnell asked that he consider content over the order of the charges and stated that this charge will be addressed by the standing committee.

The motion on the floor to approve the draft of Standing Committee charges passed with 2 votes opposed and 3 abstentions.

REPORTS:

EFFORT@RIT: Exploring the Need for Institutional Transformation at RIT (funded by NSF Advance Program grant)
[Handout was distributed at the meeting.]

Margaret Bailey, KGCOE Endowed Chair and Associate Professor reported on the EFFORT@RIT program which stands for "Establishing the Foundation for Future Organizational Reform and Transformation," a 2-year study across RIT colleges which includes Science, Technology, Engineering and Mathematics (STEM) disciplines. The project which began in 2001 involves collecting and analyzing data on the factors that women seek in an academic position and determining how well RIT provides for these. One of the main missions is to increase the representation and advancement of women in STEM disciplines at RIT. Three areas of activities will focus on policy review, human resources data review, and an RIT faculty career life survey. There are 411 tenured and tenure-track faculty in STEM disciplines and 87 of them are women.

M. Bailey reported that the climate survey will go out next Thursday from the Survey Research Institute, a group from Cornell hired to complete the data analysis of this survey. The survey will only take 20-25 minutes to fill out and has four sections with questions about: 1) teaching, scholarship & research; 2) career satisfaction; 3) work/life balance issues; and, 4)

climate/mentoring. She asked that senators communicate information to their constituencies about the importance of participating in this survey.

Z. Ninkov commented that on climate studies in the past, the results were biased and a lot of faculty did not respond.

M. Bailey said the committee has ideas to entice the faculty, and the invitation for this survey will go out to all tenured and tenure-track faculty (794 people). Additionally, reminders will be sent out with Java Wally tokens as an incentive for completed surveys.

STUDENT GOVERNMENT REPORT

Matt Danna, SG President gave a brief overview of these Student Government highlights and goals for AY2009:

- A survey from last year revealed that only 45% of the students at RIT feel connected to RIT, so SG wants to see students connected more to each other and to faculty and staff
- Non-technical career fair this year
- Further expand ASL offerings with not just classes but including culture
- Have more involvement with the City of Rochester
- Expanded support for special interest houses
- Encourage interdisciplinary projects and subjects
- Increased use of *myCourses* and enhance the RIT website
- Task force to explore room reservations as many faculty have trouble getting rooms. An AS rep can be nominated for this committee.
- New Campus Center grand opening in the old Clark pool area in February 2010. Occupants will be moving in beginning in November.
- There will be a Freeze Fest in the winter which will break up the winter. A week of fun!
- There are over 45 requests for students to be on committees, and SG is working on assigning participants.

IMAGINE RIT 2010 [5 minute DVD was shown]

Dr. Barry Culhane, Executive Assistant to the President and Chair of the Core Committee for Imagine RIT 2010 showed a DVD of Imagine RIT 2009 and gave an update about plans being made for Imagine RIT 2010 to be held on May 1st, 2010, from 10:00 – 5:00. 1800 student, faculty and staff and over 500 volunteers participated last year, and they hope to increase participation by having a later and more inclusive submission date. The Dinosaur BBQ was very popular and so they will be one of the food vendors for next year along with some healthy foods supplied as well. The welcome centers will increase by one; there will be more people movers, more sets and exhibitors are encouraged to display on the first floor when possible (e.g. some labs and equipment are not on the first floor). NTID exhibits and displays will be moved into Fireside Lounge. There will be more visitor involvement in planning their schedule. The big push will be the educational outreach aspect as we want to connect with area schools through guidance counselors, STEM teachers, etc. Fundraising went well as \$200,000 was collected for last May's event and he commented that Kim Slusser did a great job. Expenditures came to less than \$180,000.

The proposal request will go out by December 1, 2009 and the deadline date for the Field House for proposals will be February 1, 2010 and a couple of weeks later for other proposals. Each area will be a WOW center next year, not just the Field House. A call will go out for volunteers in early March.

The question was asked if there will be individual sponsors and B. Culhane indicated that they accept any and all amounts. Any assistance with attracting sponsors would be appreciated.

PRESIDENT BILL DESTLER – UPDATE

President Destler said they still do not have the 21-day report yet they have a good idea of enrollment, which is healthy this year and up a few 100 over last year. He believes we are where we are due to being responsive to the economic crisis. RIT moved \$9.5M into financial aid and responded to 1000 individual appeals for augmented aid. So, most of the financial gain from increased enrollment has gone into aid to help students and to try to preserve the RIT family.

B. Destler noted that to keep our RIT family whole, a modest amount of monies will be delegated to lowest paid employees, and possibly 3% raise will be given to staff and faculty earning less than \$35,000. For those in salary Tier 2, there will be a bonus of around \$750. He said RIT is committed to paying living wage. Those at RIT making more than \$74,000 will not get an increase.

T. Policano asked if this includes an increase for adjunct faculty. President Destler said that is true that they have not had an increase in pay, and that is a concern as well.

B. Barbato said he applauds the decision for RIT scholarships to be given to city school children. The president said this is not expensive for our school to do as this is a finite population. This year there are 23 freshman who are from the city of Rochester

and 88% of the students in the city are living below the poverty line. In the long term, work must focus on the next generation, the middle school students. This is not a multi-million dollar program but a “hope” life raft.

E. Mineck asked about tuition increase, noting that some of his colleagues said Tier 2 would not have an increase and they wanted a base increase. B. Destler replied that they were not sure how much financial aid had been appropriated, and how much would be available for increases.

At W. Koontz’s request, President Destler identified the salary tiers: Tier 1 is staff; Tier 2 employees earn \$35,000-\$74,000; and Tiers 3 and 4 are senior faculty and administrators.

THE YEAR IN PRE-VIEW (ACADEMIC AFFAIRS UPDATE) [Ppt was presented and will be posted on the Senate’s DML site] Dr. Jeremy Haefner, Provost and Senior VP for Academic Affairs read a memo that will soon be going out from ITS regarding new hardware that will be purchased this year as RIT is currently working on updating our computer system. There will be increased storage space on computers for faculty by December 2009 and any additional storage space beyond 3 gigabytes will be offered for an additional charge.

The Provost announced that he will not be doing a campus forum in the fall this year.

Provost Haefner reviewed our vision statement: “RIT will lead higher education in preparing students for innovative, creative and successful careers in a global society” and that RIT is “a national, indeed international, university.” The update included the following Academic Affairs initiatives, with a special focus on promotion and tenure changes (E5.0):

- The Provost’s September Update email captured many of the initiatives for this year.
- A small task force group was formed (AS and SG) to develop implementation of the plus/minus grading proposal that was approved by senate last year.
- The Provost encouraged all to review the Tiger Teams reports on the Academic Affairs site. He said there are some things that will need governance attention.
- Faculty mentoring was discussed to focus on particular needs of faculty. Two faculty associates will assist.
- The honors program will be reviewed and revised. Dr. Danielle Smith will form an advisory committee.
- Regarding salary benchmarking, the Provost would like to work with the Academic Senate and the Deans on this.
- The semester calendar proposal is on the table and there is a task force charged by the President to work on this. There are three to five options on the table for discussion. This will come to the governance groups in January and then IC.
- The Provost spoke of a new framework for General Education.
- The Greater Expectations Institute was a success. 14 RIT faculty, staff, and students attended, and the presentation on this by Dr. Dick Doolittle will be at the next senate meeting in October.
- The Provost said he would like RIT to explore cross-fertilization of teaching, programs, and research. He said he visited different schools regarding this and a charge has been given to the Academic Affairs committee on this topic.
- There is a need to enhance the promotion to full professor process.
- An effort will be made to simplify and enhance faculty titles in E6.0.
- The calibration of faculty workloads in order to accommodate research expectations will be addressed.
- The implementation of promotion and tenure changes was discussed, and this must be worked out at the college level. (see Ppt)
- The external review of scholarship needs guidelines developed and communicated to reviewers.
- Review and/or develop a college policy and procedure for promotion and tenure.
- Define college specific criteria and help clarify expectations.
- Develop a set template for the Statement of Expectations. This should be completed by the November timeframe. E. Feeney Bushnell said the Teaching & Evaluation committee will be getting some faculty members.

Discussion ensued with questions directed to the Provost.

C. Kray said in reviewing and revising the honors program, college curriculum committees should appoint review committee members, per the approval of this by the Academic Senate last spring.

T. Cornell clarified that the third-year evaluation would not occur for current pre-tenure faculty but the statement of expectations would apply to this group.

The Provost affirmed these points and indicated that, although not required of them, any pre-tenure faculty member could request a third-year review.

W. Koontz said in CAST for the mid-tenure review it is a practice run, no career affecting decision and he asked if this 3rd year comprehensive review will be more detailed?

A: The primary purpose is to give faculty feedback about where they stand at that time and an opportunity to go through the process of developing a tenure portfolio and review. This strengthens the process by which a faculty person gets tenured.

W. Koontz stated that his dean said that an external review of scholarship should be carried out by another academic professional at another institution. Is a professional from industry acceptable?

A: It would be good to have a mixture of both to see the impact of scholarly research. The charge to colleges helps clarify this.

M. Laver noted that Study Abroad is often equated with international education. However, a considerable amount of energy and resources are expended at RIT to develop international education right on this campus, using COLA as a primary example.

A: The Provost agreed and commended these efforts.

L. Villasmil asked if there is a timeline for the implementation of the new plus/minus system and for review and revision of teaching evaluations. Additionally on the calendar issue, will the current system be an option to be considered?

A: The Provost said no earlier than Fall 2010 for plus/minus and for teaching evaluations no sooner than spring 2010. And yes, the current calendar system at RIT will be an option to be considered.

L. Villasmil asked about the Provost's experience with the collaboration of external reviewers in the tenure/promotion process.

A: The Provost said his experience has been okay and that all recommendations come back to him and he will respect the differences between colleges.

Q: Z. Ninkov asked about the balance between sponsored research and scholarship and unfunded research.

A: The goal at RIT is to see increased sponsored research. However, the work of the faculty includes scholarship and research, and we embrace all types, not just sponsored research. A comprehensive scholarship report will be developed that celebrates all research in which the faculty engages.

T. Cornell said in regards to promotion and tenure that we must make sure faculty know clearly what their expectations are in each college. What we cannot find at the university level we need to find at the college level.

A: The Provost said the criteria will be unique to each college but have broad messages of clarity for the faculty.

The report and discussion continued with a focus on International Education.

Key pieces presented:

- International Education is part of the Strategic Plan and Gen Ed outcomes
- International sites are in Croatia, Dubai, and Kosovo
- Increase study abroad, including support for faculty to take students abroad
- International students are increasing at RIT
- Multicultural awareness
- International co-ops

The Provost noted the following goals:

- Send 100 students to Dubai and/or Croatia
- Identify specific learning outcomes for International Education
- Develop 1-stop nexus for IE in the new Global Village

Two recent studies have better informed our international efforts: 1) the Gladys Winkworth study which identified obstacles to study abroad, and 2) the ACMT board chair which examined best practices and the need to identify the outcomes we desire.

Discussion ensued.

President Destler said we should add Kosovo to our goal of sending 100 students abroad. The average age of all students is 25 years old, and it is a brand new country trying to define itself. It is 80% Muslim; they love Americans; and J. Diaz Herrera said it is very secular.

C. Kray noted that the International Studies degree program should be added to this effort.

The Provost said he would like AS input and recommendations regarding expansion of International Education.

T. Policano said this is an incredible agenda and opportunity also rests with the semester issue as our calendar does not allow students enough time to mesh with the rest of the world.

A: The Provost said another option relevant to this would be to keep the quarter system and break up winter into two 5-week courses, one taught before winter break and one after.

T. Policano indicated that there is also the problem of allowing for reverse student exchanges on our calendar.

C. Kray said she received a 5-page white paper from Dr. Ulin, dean of COLA, on establishing an International Center for study. She noted that many faculty are involved with international education and want to do more.

A: The Provost said the Board of Trustees is interested in this.

M. Laver commented that in facilitating international studies RIT needs a separate international task force with a subcommittee focused on Gen Ed outcomes.

A: The Provost said the Academic Senate is considering a committee for Gen Ed to develop outcomes for international education.

W. Koontz said the RIT vision focuses people on careers and attaching global to career preparation would be beneficial.

A: The Provost said international co-ops are catching fire.

L. Quinsland said some colleges require students to study abroad. He said that if we are serious about international studies we need to go beyond Gen Ed and build this into the fabric of our programs.

A: The Provost said that this is a faculty decision.

P. Tyman said in CS they having been trying to put a computer program together in Croatia and they've found it difficult to identify and assist interested faculty in teaching overseas.

A: The Provost said he has been having conversations with Jim Watters to help faculty who get assigned overseas.

Z. Ninkov said students need to be able to take core courses abroad, and we need to send faculty to teach them.

P. Rosenberg said the minors concentrations could be accommodated through international study. Additionally, C. McKenzie said RIT could bring prominent international people to campus for more exposure for students.

S. Perez-Hardy said an advising model can be used early with first-year students to plan for study and co-ops abroad.

A: The Provost indicated that Lewis and Clark College does this and sends 53% of their students abroad.

Discussion turned to General Education and the Provost mentioned that Christine Kray from COLA has been a key player in bringing COLA and COS curriculum committees together. Additionally, Dr. Dick Doolittle will be presenting at the next Senate meeting on the Greater Expectations retreat that occurred this summer. The Provost said he has been asking how RIT can allow for multidisciplinary structures to occur.

T. Policano said this is exciting because of the collaborations and gives opportunity for uniqueness to occur.

M. Laver said we don't know each other and RIT could provide a forum to meet other faculty.

A: The Provost said on October 2, 3:30-5:30 p.m. will be a senate forum (meet and greet social hour) and in the future he would like to have more coffee and tea times for cross fertilization among faculty to occur. The Academic Senate could facilitate these future conversations.

S. Lakin said she is supportive of blending and tried to do this with CS but sometimes she said the curriculum was so tight and it was difficult co-teaching. Some perceived that faculty involved in this were teaching a lighter load and there appeared to not be a lot of support for this collaborative effort.

S. Boedo added that in the engineering area a big problem was that individual departments didn't buy into this as well.

A: E. Feeney Bushnell said that will be covered in the second charge for the Academic Affairs Committee.

ADJOURNMENT: 1:52 p.m.

Latty Goodwin
AS Communications Officer

9/28/09

