

**RIT STAFF COUNCIL**

Thursday, October 14, 2010  
2:00 – 4:00 p.m.  
26100 Campus Center

**APPROVED MINUTES**

**PRESENT:** Dana, DeLorme, Downes, Ester, Fagenbaum, Fiorucci, Goldberg, Henen, Hughson, Johnson, Kiely, Lana, Marlowe, McKee, McKeown, Nthekeha, Phillips, Picioli, Pollock, Reafler, Rogers, Rosenberg, St. Jean, Tydings, Watrous, Zachmeyer, McCloskey (Parliamentarian)

**ABSENT:** Dwyer, Fragale, McDonald

**EXCUSED:** Bauroth, Bayerl, Carlino, Carroll, Lepkowski, Ott, Schleyer

**GUESTS:** Dr. Jeremy Haefner, Provost & SVP for Academic Affairs  
Dr. Kevin McDonald, Chief Diversity Officer

**MEETING** called to order by B. Kiely at 2:00 p.m.

**MINUTES** of 9/16/10 approved.

**MINUTES** of 9/30/10 approved.

**INSTITUTE OF HEALTH SCIENCES & TECHNOLOGY**

[Institute of Health Science and Technology \(IHST\)](#) - Presentation - Fall 2010

Staff Council (RSC) welcomed Provost Jeremy Haefner to introduce the proposed Institute of Health Sciences & Technology, the next step in the RIT/RGHS (Rochester General Health System) Alliance. He began with the observation that RIT and RGHS are more alike than different in that both deliver ‘applied’ programming – RIT in its project-based experiential learning and practical application of technology; RGHS in its clinical application of medical knowledge for high-quality health care. The national conversation on health care has highlighted the need for more health-care professionals, particularly in allied areas such as physician assistants, diagnostic sonography, medical technology, medical imaging, medical informatics, etc. The Institute offers the opportunity for translational research and innovation aimed at developing new solutions in the healthcare industry.

Organizationally, the IHST will house 3 entities with different foci –education, research and outreach. RIT programs that directly support the mission of the IHST will be moved from their current colleges into the education center – programs such as Diagnostic Medical Sonography/Echocardiography, Physician Assistant, Biomedical Sciences/ Medical Technology, etc. Any such movement of programs will be done in full compliance with the applicable RIT policies. Some, such as Bio-Medical Engineering and Chemical Engineering will continue in their current colleges where they are a better fit. The research center will offer the opportunity for RGHS and RIT to combine their expertise to find solutions in many areas such as Infectious Disease and Immunology (RGHS); Health Systems Engineering (RIT and RGHS); Biotechnology, Bioengineering, Imaging Science, Computing and Information Science (RIT); etc. The outreach center will facilitate the Institute bringing new solutions the community.

Jeremy explained the plan for addressing policy questions that arise from this joint venture:

- Tenure and tenure-track lines will be housed in IHST

- There will be joint appointments between colleges and the Institute; between RIT and RGHS
- Intellectual property and F&A distribution will follow RIT policy and RIT-RGHS agreements
- Academic policies, such as tenure criteria, to be developed by founding faculty

He went on to say the standard RIT academic costing model is being used. Revenue will come mainly from tuition, grants and gifts; expenses include faculty and staff; administration, equipment, space. A new facility is being considered – other projects higher on the list include the Golisano Institute for Sustainability and Institute Hall. He presented a 5-year development plan, saying it is his hope that the plan will receive approval from the RIT Boards of Trustees this fall.

Q – The benefits this can bring to the community are good news. Why not just create a medical college?

A – Current and future health care needs demand advances in engineering, computing, medical illustration – all areas to which we are uniquely positioned to contribute, but which are not typically part of a med school.

Q – What contributions will RGHS make to this project?

A – RGHS will place RIT students and co-ops in clinical appointments. RGHS doctors will be engaged with RIT engineers for research such as medical equipment development. We hope to develop applications for improving student health care, and explore if/how RIT could benefit from RGHS supplying healthcare for RIT.

Q – Are there other universities and hospitals with similar partnerships that are not based in a medical school?

A – There have been some which began this way and eventually converted to medical schools. I know of no technical university in such a relationship. This would be another unique quality of RIT.

Q – Where would the new building be located? Would patients be seen at the facility?

A – If RIT bears the construction costs, it will be built on the RIT campus to allow ready access for faculty and students. A lot of research is done in labs at the hospital, and our partner doctors are located there. It is an interesting dilemma yet to be resolved.

In closing, Jeremy asked that any additional feedback be sent to him soon, so he can finalize the proposal to be presented to the board in early November.

## **CHAIR'S REPORT**

1. Institute Council met yesterday. Just a couple of quick highlights:
  - Brick City: Of course, Brick City is this weekend. The festivities started today with the faculty/staff alumni lunch. Al Pacino and the President's Ball are both sold out. There have been 3567 tickets sold for Craig Ferguson and 6867 tickets sold for the hockey game at Blue Cross Arena.
  - There will be an announcement of another significant gift in the next week or two.
  - Dawn Soufleris gave a short presentation on the Student Behavior Consultation Team as a reminder that the resource exists for anyone observing inappropriate, harmful or disruptive behavior by a student.
  - Jim Miller and Jim Watters gave their annual enrollment and budget updates. Enrollment is up and the budget is balanced.
  - Jim Yarrington gave the FMS/Campus Projects update. The bike paths and other exterior projects should be done by the end of November. The new hockey locker room will be open Fall of 2011. The Golisano Institute for Sustainability will break ground spring of 2011 and open fall of 2012. Institute Hall is currently in the design phase.
2. The Staff Recognition Awards ceremony was so very well received. I've heard nothing but positive feedback from everyone. The attitude of the crowd was warm and jovial right from the beginning.

3. The opening of Global Village was a lovely event, despite the rain. If you've not been over there, you'll enjoy our tour this afternoon. It's a stunning space.

### **FRAMEWORK FOR INCLUSIVE EXCELLENCE**

RSC welcomed CDO Kevin McDonald to discuss the draft *Framework for Inclusive Excellence* (the Framework). Kevin began by thanking and congratulating RSC for the Staff Recognition Awards ceremony on Oct.6<sup>th</sup>, saying it was a great example of a warm, welcoming, diverse community. He explained that the Framework is a tool to move forward on diversity and inclusion at RIT. It purposely connects with RIT's current efforts in access/success, climate, education and scholarship and infrastructure (policies). It aligns with RIT's Strategic Plan. The president and the Diversity Committee of the Board of Trustees have approved the framework.

Q – How do you define diversity?

A – Very broadly – Diversity is the acknowledgement of the differences and (traditionally viewed) challenges of various groups of people and an embracing of these differences.

Q – What does the Framework mean for RIT?

A – It will serve as a comprehensive framework to guide RIT in diversity/inclusion efforts. It provides the means to measure our progress year to year, which in turn provides for accountability.

Q – When new programs are developed, how much thought is given to how the curriculum furthers diversity?

A – The CDO is at the table and is part of the development discussions. I am able to bring inquiries to the discussion that help point out diversity concerns to be addressed. For example, one such question in the RIT/RGHS alliance was whose Harassment/ Discrimination policy will apply to the new entity?

Comment – I would suggest that for RIT faculty and staff, age and educational background are also diversity issues.

A – We reviewed Institutional trends when developing the list of issues to include within the framework. If new trends arise, we will add them to it. In my discussion with Academic Senate, it was noted that 'AALANA' used to include Asian groups, and perhaps the time is right to return to including them.

Q – Modeled on the F & A Diversity Luncheon, sharing in a diversity of food would help to make RIT one family.

A – The Framework refers to events aimed at creating a campus climate that embraces diversity – events around food could be included.

Q – Is the Framework meant to assess what we've already done, or just what we do going forward?

A – We need to look at the work being done, see how it fits in the Framework and ask if it is effective or if it needs improvement.

Comment – I am impressed with the recent work of the Office for Diversity and Inclusion i.e.: the award for last year's ad campaign.

A – Thank you, I appreciate that. I can tell you everyone in the office works very hard.

### **COMMITTEE REPORTS**

*Communication* – M. Johnson

- Photos of the Staff Recognition Award nominees were completed prior to the ceremony
- Photos of new representatives for the web site have been taken

- Our plan of work includes getting the web site switched over to the new Drupal format. To that end, we met with Peg to discuss updates
- When complete, we'll request time on an RSC agenda to introduce the new site

***Elections*** – R. Reafler

- Nominations are open until 10/18/2010 in the special elections in blocks 2, 5 and 6. I have asked the reps from those blocks to encourage nominations.

***Events*** – Jackie Ott

- The Staff Recognition Award events went very well
- Thank you to our own Jonathan Ntheketha for beautifully leading the National Anthem and Alma Mater during the ceremony, and to Ron Goldberg for stepping in as emcee.

***Institute Issues & Policies*** – B. St. Jean – no report

***Ad-hoc Committee on Staff in Academic Units*** – J. Ntheketha

- In the process of conducting interviews re: management training/accountability

***Ad-hoc Hot Topics*** – J. Lana

- Met with people from HR to discuss the proposal received from a constituent for staff tuition exchange. Will meet next week to decide recommendation/next steps.

**OLD BUSINESS**

1. The maps around campus meant to aid in finding one's way around tend to add to one's confusion largely because they are not oriented for the viewer. Being an institute of technology, I think we can and should do better.
  - I was aware of a project last year addressing this issue – I'll check on its status
  - Could the Google Trike project be used in some way?

**NEW BUSINESS**

1. I received an email from a constituent regarding unsafe conditions for pedestrians and bikers on Royal Farnum Lane.
  - Becky will follow up.
2. When staff (FMS, Dining Svcs, etc) arrive on campus very early in the morning there are a lot of deer on the campus roads. Is there a way to clear the roads around 4:30am?
3. I've heard concerns from constituents regarding the proliferation of flyers being distributed around campus. They suggest a stronger encouragement of all departments to 'go green.'
  - Some just want to be sure they reach those without easy access to email, and those who opt out of 'ritstaff.'
  - Then they should target just those areas for hard copies
  - The Message Center email goes to everyone – there's no opt-out option
  - Maybe the HUB could encourage people to consider using electronic messages
  - Could there be some incentive for not using your entire printing budget line?
4. Ombudsperson Lee Twyman thanked RSC for supporting Dr. P.M. Forni's visit to campus, scheduled for 10/21/2010, International Conflict Resolution Day. She noted he will be presenting 3 events throughout the day on civility, and encouraged all present to attend.

**MEETING** adjourned at 3:15 p.m. to a tour of Global Village. Thank you to Kurt Ingerick, tour guide extraordinaire.

Respectfully submitted,

*Margaret S. Meyers*

Margaret S. Meyers  
Staff Council Coordinator