Present:  J. Beck; S. Boedo; H. Boice-Pardee; S. Bower; J. Chiavaroli P. Darragh; D. Defibaugh; W. Destler; T. Engström; H. Ghazle; S. Gold; J. Goldowitz; J. Haefner; B. Hartpence; J. Hertzson; G. Hintz; S. Hoi; T. Jefferson (GCCIS replacement for W. McKinzie - spring); M. Kotlarchyk; R. Kushalnagar; M. Laver; E. Lawley; J. Lisuzzo; J. Lodge; K. McDonald; S. Maggelakis; K. Mousley; R. Raffaele; S.M. Ramkumar; M. Richmond; V. Serravallo; H. Shahmohamad; R. Stevens; C. Thoms; L. Villasmi Urdaneta; R. Vullo; F. Walker; L. Wild; H. Yamashita

Members Absent:  A. Ray; Brian Trager

Excused:  C. Sheffield

Presenters/Guests:  Margaret Bailey; Heather Cottone; Barry Culhane; Carol Marchetti; Sharon Mason; Linda Underhill; Kristen Waterstram-Rich

Interpreters:  Cheryl Bovard, Wendi Gammen

Tech Crew:  Nick Jones, Vincent Lin

Call to Order:  12:04 p.m.

Communication Officer's Report:  Minutes of 2/6/2013 approved with two abstentions.  http://hdl.handle.net/1850/17177

Imagine RIT 2014  http://hdl.handle.net/1850/17180

Barry Culhane, Executive Assistant to the President gave a brief report on the upcoming spring event of Imagine RIT which will take place on May 3, 2014, 10:00 a.m.-5:00 p.m.  See link above for full PPT presentation.

- 79 days to go before the May 3, 2014 Imagine RIT is here
- All exhibits should stay open from 10-5 p.m. and not close early
- Expecting 30,000 people
- A showcase of innovation and creativity at RIT
- There will be a tent again (as this began 3 years ago) for sponsors.
- Poster Design Contest ends February 14, 2014.  Last year there were 80 poster submissions and this year the total number of submissions has yet to be determined.
- There will be games (K-12 engagement)
- Important dates are listed in the PPT (see link above)
- Staying up-to-date via Social Media and adding Instagram and Hashtag #Imagine RIT

Old Business

Michael Laver presented a motion to rescind the 12/19/2013 vote for the CIAS Advanced Online Certificate in User Experience Design and Development.

- On 12/19 the motion to approve this certificate did not pass.  At this meeting the motion should have been tabled, and not voted on, so it could return to senate, as one of the main issues regarding approving this proposal was that there was not enough time to review the materials prior to the vote.  Apology from the chair went forth of not having this motion tabled at the 12/19 meeting.
- Since that time the ILI has presented additional information in support of having this program approved and earlier today a summary from the ILI was sent to all senators in response to concerns and questions the senate had at the last meeting on February 6, 2014.
- The motion on the floor from M. Laver is different than a motion of reconsideration, as a motion to reconsider would have to take place the day of the original motion being given.
- If the motion to rescind passes then Graduate Council will present the motion again to approve the online certificate being vote on.
- L. Lawley:  Can you make a motion as the chair?
  A: Yes, I have researched this and I can make a motion.
Motion from Michael Laver:
Rescind the December 19, 2013 vote on the Graduate Council Motion (Graduate Council moves that Academic Senate approve the CIAS Advanced Online Certificate in User Experience Design and Development.

Motion to rescind was seconded by B. Hartpence and discussion ensued.

- J. Goldowitz: I am not against rescinding this vote but I want people to remember that an earlier vote on E5.0 in 2013 occurred, and after the vote some senators claimed they thought the vote was an amendment. Senate was told it was not possible to move to rescind the vote and have a re-vote.
- M. Laver: It is an option and this is legitimate parliamentary action that can take place. He apologized for not stating this at a previous meeting with a portion of E5 being voted on.
- Provost Haefner urged the senate to reconsider rescinding the vote of 12/19/2014. On December 19th there was too little time to review the information. We now have more time and have been shown much more information. Additionally, other departments affected by this program have now had a chance to respond to the proposed program.
- President Destler supports the motion to rescind as a lot of questions have been answered. The future will require a lot of academic agility. We can try new ideas and we will always have the ability to review this program in the future. He said he can request the Provost to review this program after one year. Through this online program we are trying to reach out to a larger audience.

Motion from Michael Laver to rescind the 12/19/2013 vote on the Graduate Council Motion to approve the CIAS Advanced Online Certificate in User Experience Design and Development passes with 3 abstentions.

Motion from Graduate Council (Linda Underhill):
Academic Senate approves the CIAS Advanced Online Certificate in User Experience Design and Development.

Discussion ensued.

- N. Hair: A summary handout addressing concerns and questions of the senate and ILI’s response to these concerns and questions was sent to senators prior to today’s meeting. N. Hair outlined the summary and the full report can be viewed on the DML site via this link: http://hdl.handle.net/1850/17178
- ILI would be happy to return to senate to provide progress reports on the certificate program being voted on today.
- M. Laver: Is there a formal assessment mechanism?
- N. Hair: Yes, and we would be happy to share that with the Academic Senate.
- B. Hartpence: Is this proposal just the first in a series of many with ILI?
- N. Hair: Yes, and ILI assists colleges in regards to programs, and is not here to control or own programs.
- T. Hannigan: All courses and programs come from the colleges, not the ILI. ILI and RIT Online help support the colleges in the development and delivery of online courses and programs. And not all online courses will be 8 weeks long as some can be the full 16 weeks long.
- A. Smith: This program does follow the NY State requirements for contact hours and offers a unique educational experience. It can help students work towards other programs in Golisano.
- M. Richmond: How will you roll out the programs and assess success?
- N. Hair listed other programs coming forth (i.e. Project Management in 2014; Digital Communications etc.) Between four or five of these programs will need State approval in the first year.
- T. Hannigan: RIT Online is a branding name representing online programs at RIT. RIT Online is a unit that supports online programs. Existing colleges provide the programs and content.
- The Provost talked to senators about their concerns over the last week, and most of the concerns were not over one specific course, but over the general idea of accelerated courses and accelerated programs (i.e. 8-week courses). It was the aggregate effect of a number of courses and how it would affect existing programs. Boston University has 17 advanced online certificates and all are on a 7-week schedule. These have been offered for a number of years, so accelerated courses are not uncommon. As Neil Hair had stated, RIT has lost its reputation as a leader in online education, and this hurts that we lost our reputation in this area; yet, I am excited by the future of online programs coming forth.
S. Hoi voiced his support of online certificates but asked if this program today states that credit earned with this certificate can be applied to a degree?
L. Underhill: After taking three classes online, one can apply for admission to the degree program. If one is accepted, then additional online credits toward the degree program can be earned. It is possible for a student to earn the degree taking only online courses.
S. Hoi: A program can have 30 hours and this certificate has 12 hours. Where would the student get other credits?
L. Underhill: A student can complete this study totally online.
G. Hintz: Could there be access for on-campus students to the materials that are being taught online, not for credit but to just access these materials?
T. Hannigan: About 80% of the universities on the list you have been given offer “Open Content” areas which contain materials that can be seen by everyone and many have archives as well. Campus students will not be able to take RIT Online courses in order to avoid cannibalization, for tracking purposes and because of pricing structure.
A. Smith: As this proposal was put together, we have kept this question in mind for the future, yet this program is designed for off-campus professionals.
A. Phelps: RIT has no campus-side policy on access to course materials. Some faculty publish everything and some keep everything private, so it is an individual faculty member’s decision. Senate may want to consider this separately.
S. Boedo asked if students on co-op could take these courses while on co-op.
N. Hair: We are not opposed to different sections being run.
T. Hannigan: Offering more online course options will give us other opportunities to explore in the future including the example of an international student who has already left RIT to go back home but needs one more course.
L. Underhill: It could be considered for co-op students.
J. Goldowitz: My objections last week were focused on precedents. As coordinator of undergraduate curriculum I am concerned about the 8-week courses. If we open this up to undergraduates at some point in the future, how would we deal with scheduling students, faculty, etc.?
L. Underhill: We need to be agile, so it is important to have the 8-week option. Yet, that is correct, it would require extra effort if this were opened up to undergraduates. Provost Haefner: There is a vast learning maturation for graduates and undergraduates and this would have to be carefully vetted. We should be cautious about introducing 8-week courses into a 15-week semester, but this certificate program is intended for a different audience.
J. Voelkel voiced some concerns not related to the specific proposed program. In examining a peer institute, Colorado State has an 8-week online program that has been reduced from their original rigorous program. The concern is that schools are offering watered-down versions of courses for online accelerated programs.
L. Underhill: As faculty we try it, design it and then we adjust and see how successful the course is. We deliberated much on this in Graduate Council and Graduate Council’s concerns were addressed and answered. M. Laver said he has been in touch much regarding this program with J. Hornak, Grad Council chair. And Graduate Council unanimously approved this proposal.
M. Richmond: RIT does currently offer a small number of 8-week courses to on-campus undergraduate students.
L. Lawley: There is a strange firewall being constructed between the on-campus students and the online students. Some of her on-campus students may ask her “why can those online students take the same courses for less money and less time, and why can’t I just take that course?” And is cheaper cost of classes meaning they are inferior classes. How do we justify all of this to the traditional students on campus. This should be addressed.
T. Hannigan: Three years ago, a taskforce was formed to look at disruptive technologies in higher education. The committee spent a year looking at the future and our traditional pool of students in the Northeast is shrinking. There is an emergence of non-traditional students who will not be able to afford a traditional campus education and are located far away from Rochester. Online courses offered at a discounted rate (that can be taken anywhere, any time) is one way to address this issue and help prepare RIT to compete in this new landscape. We can first try these courses at the graduate level (as these students will already have four years of education under their belt to acquire some critical thinking skills, experience working in groups, etc.) before studying exclusively in an online format. We can assess what works and what doesn’t, adjust best practices accordingly, and later think about applying them to the undergraduate level and corporate audience if and when appropriate.
L. Underhill: We will have to provide talking points to faculty to prepare them for the questions L. Lawley has raised.
Provost: L. Lawley’s questions are great questions. These accelerated programs are for students off-campus and those students do not have access to many facilities on campus. Part of the on-campus tuition pays for these extra facilities. So it is rational to charge different tuition rates.
- H. Yamashita: It is important to reach out to non-traditional students and it is harder for professional students who have full-time and part-time jobs to pursue online courses. Have assessments been made to see if the off-campus students can handle accelerated courses?
L. Underhill: Yes, assessments have been made.
Marty Lawler with the online MBA program: Yes, studies show that accelerated courses have more appeal.
- P. Darragh: Why are you not offering this to co-op students as there are many students on co-op who could take advantage of this.
A. Smith: The big issue that surrounds this is financial aid and all has to be re-evaluated once you are on co-op. We would need to evaluate each individual student for financial aid, which is a difficult problem.
- T. Engstrom: We need to try something like this before we can evaluate it, so we should give it a try.

Motion from Graduate Council to approve the Advanced Online Certificate in User Experience Design and Development passed with 2 abstentions.

**New/Old Business**

**NSF Advance Connect@RIT – Status, Progress and Hope for the Future**

Link to PPT and document distributed: [http://hdl.handle.net/1850/17179](http://hdl.handle.net/1850/17179)

Margaret Bailey presented the NSF Report along with Carol Marchetti and Sharon Mason, Co-Pi’s. Laurie Clayton is the director of the NSF Advance Connect. An update was given on the progress toward institutional transformation.

- This is a very competitive grant and very prestigious.
- Four overarching goals were presented and large team supports (see PPT.)
- Carol Marchetti reviewed the section in the PPT under Human Resources.
  Question from M. Richmond: Will the campus-wide Connectivity Series events be also open to men?
A: Some will and some will not.
- There is a campus-wide Connect Grants program open to men and women which has an external advisory board co-chaired by Dr. Destler and another committee co-chaired by Kevin McDonald. Recipients of these grants will be announced later today and the invitation went out to senators and all in attendance to come to this event.
- Maureen Valentine leads the COACHE Faculty Climate Survey and is doing analysis of that data with Lynn Wild.
- Maureen Valentine is also leading efforts with governance policies, working on clarity of policies such as E5.0, E7.0, E6.0 and other policies as well.
- Faculty exit process is being reviewed of why faculty leave and a study showed that women were leaving RIT at a higher rate than men (almost twice as high rate). This information went live last April 2013.
- Moving towards a uniform template for evaluations.
- There are 24% of female faculty in STEM. The pool of recruits is about 20%. Our peer Master’s institutions are at 35% and other schools have higher numbers in recruits.
- We are collecting lots and lots of data on many issues such as COACHE, Faculty Mentoring Survey, Exit Interview Survey, NSF indicator database, Social Science qualitative results, Faculty Awards at RIT – breakdown by gender, etc.
- Advance is getting alignments with key RIT players and creating an NSF indicator database. And wanting to enhance Unconscious Bias Workshops.
Social Science Research has been done – both qualitative and quantitative. The sub-populations are women of color and the deaf/hard of hearing women faculty. Sue Foster is leading the deaf/hard of hearing study and Kijana Crawford is leading the team regarding women of color.

Transforming an Institute is a highly collaborative effort involving ALL Faculty.

How can you be an active participant in the change?
- Be aware: Stay Informed
- Speak Up: Join/Start a conversation on gender issues.
- Use your current role to promote women: Letters of Recommendation, Faculty Search and Selection Committees, Award Selection Committees, etc.

Discussion and Q&A.

- J. Goldowitz: In terms of salary equity and hiring, how does RIT do?
  M. Bailey: We are at 25% (130 women) and we compared ourselves to peers at 35%. There is a gap.
- V. Serravallo: In regards to the structural PPT slide, he referred to the bullet point on “Refine Faculty/Department Head Annual Performance Evaluation Review Process.”
  M. Bailey: Maureen Valentine is looking at clarification of this and to possibly have a template which will look at best practices.
- T. Policano: Are you finding additional discrimination, accounting for the demographic factions?
  C. Marchetti: The results vary year to year, and there are a small number of statistics. We see some variability.
- S. Ramkumar: The future faculty exploration career program already exists so are you thinking of establishing a similar program for women?
  M. Bailey: We are working with Renee Baker. Advance team members are happy to meet with female faculty candidates and please contact us if you know of candidates coming to campus. There are no plans to create such a program at the moment.
- T. Policano: Per the number of students we have, how much of this grant is looking at that, either new programs or recruiting?
  M. Bailey: The President’s Commission on Women has been studying this and a report is on the President’s website. Many of us came to this grant to increase women students and they need women role models.
  S. Mason: The Advance grant specifically focuses on faculty, not students.
- T. Engstrom: There is much literature on gender studies and women of color, yet none of the three presenters today are women of color.
  S. Mason: We have a group of women of color in our group. Kijana Crawford is leading this team on women of color.
- T. Engstrom: Finding women of color is a challenging commitment in my field and we would like to hear how we can improve our recruitment of women of color in my particular field.
  M. Bailey: RIT ranked high in regards to faculty satisfaction from our faculty of color on the COACHE survey.

**E5.0 (Policies on Tenure)**

Proposed E5.0 Policy: [http://hdl.handle.net/1850/17165](http://hdl.handle.net/1850/17165); PPT presentation of E5.0: [http://hdl.handle.net/1850/17176](http://hdl.handle.net/1850/17176)

Due to time constraints E5.0 was not presented and will return to senate on 2/20/2014. The proposed policy and the PPT presentation from 2/6/2014 can be viewed.

Adjournment: 1:41 p.m.

Respectfully Submitted,

Michael Richmond, Communications Officer  
Vivian Gifford, AS Senior Staff Assistant