

# RIT | University Council

## Meeting Minutes: December 1, 2021

The meeting was called to order via Zoom at 3:00 p.m.

### **Approval of Minutes from November 17, 2021 Meeting**

The minutes were approved by 30-0-2. Yes-No-Abstained

### **President's Report**

Apologies that we are meeting via zoom due to projection issues in the Slaughter meeting rooms.

I just came from a tour with the Lieutenant Governor of New York State. I am hoping that he comes away mightily impressed with RIT.

COVID rates are high, especially in outlying counties, and the hospitals are inundated. Everything on campus is still proceeding normally. On campus, we have very high vaccination rates among students, faculty, and staff. There are likely people on campus with the Delta variant, and there is the new Omicron variant, which is still widely unknown. We do not yet know how well the vaccines work with the new variant. We need high vaccination rates globally to put this to bed. We are expecting high vaccination rates at RIT by January. RIT is a federal contractor, and all staff will need to be vaccinated. We will lose very few individuals due to this requirement. We hope to be 99% vaccinated by January among students and employees.

### **Dubai Opening Celebration for the new campus**

The Dubai government has built us a new campus. This is a real campus that looks like a university. It looks spectacular and the educational programs there are first-rate. The president of that campus, Youssef, is doing a great job. We may want to implement some of the things they are doing there here in Rochester. The exterior of the orange cone-shaped building is an innovation center covered in clay tiles that were manufactured in Germany. The first phase buildout accommodates 2,200 students which will double current enrollment in 5 years. There will be a second phase in the future. The opening was attended by the crown prince of Dubai, and he was happy with what he saw.

Best wishes for the rest of this semester. It is crunch time for all, and I wish everyone the best.

Bob Finnerty noted that Dr. Mustafa A.G. Abushagur, founder of RIT Dubai is a member of University Council and at today's meeting. Dr. Munson invited Dr. Abushagur to speak briefly about the founding of RIT Dubai..

In 2005, I was director of the micro-electronics program at RIT. I saw a news item about the Dubai Silicone Valley. I thought they needed someone to teach MicroElectronics there and we had the only undergraduate program in the country and proposed that they consider us. They said they would consider us along with George Washington University, University of Pennsylvania and others. They were skeptical. I took Harvey Palmer, then dean of KGCOE to Dubai and he was very impressed. He said, if you can convince Jim Watters you will probably be successful. Dr. Watters was convinced. Then I took Jim Miller, former VP of Enrollment Management to convince him there were students there. Finally, we talked to Silicon Oasis and they agreed they would be responsible and would build us a campus. We fought for it to be named RIT Dubai to be able to grant RIT degrees and to control quality.

**C22.0 Records Management Policy – REVISIONS** (*presentation files available on [RIT Digital Archive](#)*)

Bobby Colón, Vice President & General Council, F&A

- The policy was first reviewed in 2009, and the policy indicates that it needs to be reviewed every 5 years, so this is a late review. The significant change is in the retention schedule. The old policy had the retention schedule attached. We have deleted it from the policy and added it to the [Office of Compliance and Ethics website](#).
- The one term that is repeated often in the retention schedule is six years, which is the statute of limitations for breach of contract claim in NYS.

**C06.0 Policy Prohibiting Discrimination, Harassment & Retaliation – REVISIONS** (*presentation files available on [RIT Digital Archive](#)*)

Bobby Colón, Vice President & General Counsel, F&A

Jo Ellen Pinkham, Assoc. Vice President and Chief Human Resource Officer, F&A

- The policy was endorsed unanimously.
- A brief description of the nature of the changes before voting. The changes were made primarily in response to regulatory and legislative changes. Made changes between this policy and the C27.0 policy. No major substantive changes were made, just clarified definitions and added language in several sections, and clarified what the distinctions are between the C06.0 and C27.0 policies.

**C15.2 Faculty/Staff Alcohol and Drug Policy – REVISIONS** (*presentation files available on [RIT Digital Archive](#)*)

Jo Ellen Pinkham, Assoc. Vice President and Chief Human Resource Officer, F&A

- The policy was endorsed unanimously.
- The definitions were updated, and the procedures were updated to ensure that all phone numbers.
- Public safety, as well as HR, should be contacted if an individual seems unable to do their work.
- This policy had not been reviewed in over ten years so there needed to be updates to make this policy compliant.

**C27.0 Policy on Title IX Sexual Harassment for Faculty, Staff and Students – REVISIONS** (*presentation files available on [RIT Digital Archive](#)*)

Stacy DeRooy, Director of Title IX & Cleary Compliance

- The policy was endorsed unanimously.

**D19.0 Student Gender-Based and Sexual Misconduct Policy – Title IX – REVISIONS** (*presentation files available on [RIT Digital Archive](#)*)

Stacy DeRooy, Director of Title IX & Cleary Compliance

- The policy was endorsed unanimously.

## College of Art and Design (CAD) Presentation

Todd Jokl, Dean, College of Art and Design

Dr. Munson noted that the Board of Trustees sees the deans make presentations highlighting what is going on in their colleges. Dean Jokl gave a nice presentation to the Board of Trustees regarding his vision for the College of Art and Design. I thought it would be good for University Council to receive this presentation also.

### Links Shared:

CAD homepage: <https://www.rit.edu/artdesign/>  
 CAD viewbooks: <https://www.rit.edu/artdesign/publications>  
 CAD News: <https://www.rit.edu/artdesign/news>  
 CAD research resources: <https://www.rit.edu/artdesign/research>  
 Physical Galleries: <https://www.rit.edu/artdesign/galleries>

### The CAD is organized into five schools:

- School for American Crafts
- School of Art
- School of Design
- School of Film and Animation
- School of Photographic Arts and Sciences

### Two research centers:

- The Image Permanence Institute
  - Cultural preservation at museums and libraries
  - Working to reduce carbon footprint
- Vignelli Center for Design Studies
- MAGIC is a university-level center, but much work is done with CAD.

### Three exhibition galleries:

- Bevier
- William Harris
  - Being used for educational space due to physical distancing
- RIT City Art Space – Downtown Rochester
  - A lot of programming is done there for the community in the Rochester area.

### Student Metrics

- Some of the challenges are around international students, enrollment has slowed down significantly over the past couple of years. Diversifying will be vital.

### Student and Faculty bodies

- 15% CAD Students are AALANA and 85% non-ALANNA
- 12% CAD Faculty AALANA and 88% non-ALANNA
- Male majority (60%) for Faculty
- Female majority (65%) of CAD students.

### Financial Information

The CAD is producing a surplus and at the college level that surplus has grown to 12.78 million and at the university level it had grown to 1.55 million.

Certainly, we have challenges in our programs, where we where we want to perform a little bit better financially or a lot better financially. In toto, I feel that the college is making positive contributions from the financial aspect, as well as, a number of the other elements that that we contribute to the university in addition.

#### Location

- Located at the physical center of the RIT campus, across from the SHED
- We occupy Gannett and Booth Halls, which are the largest contiguous spaces at RIT. We don't occupy 100% of those two buildings, but we do occupy a fair share.

#### A robust and dynamic portfolio of academic offerings

- 10 BFA degrees and two BS degrees.
- 6 MFA and 3 MS programs
- Several New-Economy majors: BFA New Media Design, BS Motion Picture Science, BS Photographic Sciences
- Overall, the School of Design is almost half of the CAD student body (~900 headcount) within that certainly Industrial Design, Graphic Design, 3D Digital Design and New Media Design are the big undergraduate programs. At the graduate level Visual Communication Design and Industrial Design are the two largest programs.
- Our 2<sup>nd</sup> largest is now the School of Film and Animation and it's actually the youngest school in the college. The animation program is the biggest of the programs. When we get to next steps in a couple of slides here we're about to engage in some renovation and expansion for the animation programs that will enable us to handle that capacity and even grow in those areas.
- Some of the schools that are starting to right size a little bit, the School of Photographic Arts & Sciences at one point was quite large 10 years ago was coming close to 1,000 students, right now it's about 300 students. So you can see that the profile has changed but it's also starting to increase in its enrollments and I think realistically as I shared with the board if we can sustain enrollment at the mid 300 level it would be quite healthy.
- In the School of Art, Illustration is certainly the largest program and we have some really dynamic programs as part of the Studio Arts including ceramics, glass, and metals and furniture design that are quite a bit smaller. Maybe boutique isn't the right word to utilize, but they are very personalized.

#### What does CAD really look like?

- Technology, the Arts and Design
- Virtual production
  - What you're seeing on the left is green screening - you're probably familiar with green screening - you put something in front of it then use a rotoscope or something else to get rid of the background. What you're seeing here is the Mandalorian being filmed and that's actually one of our alumni, Chris Edwards, who founded Third Floor Studios.
  - The background you're seeing is actually a massive LED wall that changes as the filming goes on.
  - We are actually doing this here, this is a shot from MAGIC Spell Studio and we are actually engaged in virtual production utilizing our students. The company that loaned the LED equipment said that the students working with this equipment had a job guaranteed with them, because there's nobody being trained in this kind of technology.

#### CAD and TAD – Health and Humanitarian Efforts

- Hope for Honduras Project - Honduras has one of the highest premature death rates and neonatal death rates in the world in large part because the hospitals are inaccessible. Prof. Mary Golden has been working with American Medical Response to design mobile NICU Unit and helped to design a mobile incubator for premature births.

**BFA and MFA Medical illustration**

- RIT has the only BFA and MFA programs in Medical Illustration in the country. Most only have an MFA program.
- The MFA is in CHST and the undergrad BFA is in CAD.
- Most of the work is 3D digital CGI, animated and structural in nature, and lots of focus on Virtual and Augmented Reality. Students do a lot of anatomical studies, going into cadaver labs, and learning about the specific medical things to illustrate. It's not just anatomy, but also focusing on how drugs work.

**Space sonification project:**

- Medical Illustration alumna Jen Kohler, working with the McCluskey archives for space telescopes.
- Delivering data to scientists in a usable way.
- Information coming in from the Hubble telescope and creating an audio experience for different ways of understanding information.

**Crafts:**

- 3D glass printer - engaged with researchers from MIT.
- Dan Gabber, MFA Ceramics, 2019 - 3D printed Ceramic vessel
- Also, the ceramic program worked with CET on ceramic water filtration

**National Security**

- Multi-university DOD-funded project on media forensics on detecting deep fakes and altered images.
- Students from photo sciences and photography create & manipulate audio and video images that were then provided to other institutes to try and detect what had been altered and what had not been manipulated.
- Working to detect forgeries

**Our Motion Picture Science and Photo Sciences are engaged in the science of imaging.**

- We are known for working with smartphone companies. RIT graduates at Apple have been working on the new Apple iPhone optics and visual sensors.
- Working with companies like Tesla for optic systems for automated driving.

**In the community:**

- Erich Lehman, alum/staff member is one of the Co-founders of Wall Therapy - large scale mural artists
- Engaged in Fashion Week supporting the Center for Youth.
- Master of Science Teaching program is incredibly engaged in the community with thousands of K-12 students

**Comparisons in the Field of Art and Design – RIT Graduates**

- We are comparing quite well based on data from the last year. We have an 89% outcome rate (employed or pursuing higher degrees) (Schools compared to: RISD, Pratt, MICA, NYU and Syracuse)
- About 84% knowledge rate. We are on par with Syracuse and NYU.
  - Knowledge rate is the percentage of students that we are hearing from. There is a massive survey sent out to students after their undergraduate work. This rate is the number of students that respond.
- Median salaries are quite strong. (ED.gov)
  - Undergraduate: \$49K
  - Graduate: \$60K

**Present & Future**

- Want to be at the leading edge of Technology, Art, and Design and I think we are. The faculty are doing great work.
- **Diversity Equity, inclusivity, and Justice :**
  - Making inroads into hiring practices and partnerships with the division of diversity and inclusion especially in hiring practice to a much wider audience.
  - A huge supporter of our Marketing and Communications Division. Want all populations to increase visibility to feel the pride for the work that they are doing.

- **Realignment of resources for growth:**
- Working with leadership and finance on identifying the programs and locations of where to best start
- Challenges of the international market, particularly at the graduate level.
- Gannet and Booth are 1968 original buildings. They are marvels, but were built at a time to house printing programs and analog photography. The buildings were built to bring chemistry to and from the darkroom. There's a lot of concrete block in our facilities. Want to open up the space.
- The third floor of Gannet is almost done for the photography facilities.
- There is a student lounge on the first floor of Gannet that is just about finished and is waiting on some furniture.
- Getting ready to work in the animation department - the demolition will begin in a few weeks.
- Large 10,000 sq. ft. hub for TAD to be more efficient with resources.

**Q:** People now are getting familiar with the Performing Arts Scholars Program. I know you're working with your faculty. Do you want to comment?

**A:** Josh Thorson is working in the performing arts and is mixing technology and time-based media into live productions. He was one of the set designers on the re-release of Oklahoma on Broadway which won a Tony.

- Mixing CGI and actors seamlessly on the stage together.
- As we see the theatrical performing arts come online here at RIT more, we will see more collaboration on set and production design.
- Will be launching a Game Arts program. Lots of scriptwriting and musical productions and scores.

**Q:** What about School of American Crafts? It would be so cool for a student that comes to RIT, maybe to major in Mechanical Engineering, but they get to spend time in the Glass Studio.

**A:** Concerning the Performing Arts Scholars, we are working on opening the crafts programs to find ways in which students from across the spectrum of various majors can engage in meaningful crafts programs in ceramics, glass, metals and jewelry, and furniture design. Things like workshops, presentations, intensive weekend or break activities.

**Q:** What about future CAD and College of Science collaboration?

**A:** Absolutely, data visualization and certainly Medical illustrations are working to make some of the complexities of health and medicine more transparent and understandable. The graphic and new media design programs are especially working on ways in how to make data more visualizable. Looking to make a speculative project about understanding complexity and a broader initiative at RIT. There is work that the CAD would like to do in other schools to make complex data more clear via visual explanation. Thinking about how to engage designers early on in the process. Often this is done in the late stages, but there is a lot that designers offer throughout the generative phases with the design process and creative brainstorming. Encourage them to reach out early! CAD would love to work with colleagues across the university.

**Comment:** Recommending RIT create a Design Student Co-op as a full-time support person to make a faculty member's data more professionally visualized for publication.

**A:** "Command G" is a student-run graphic design organization that can support those sorts of initiatives specifically. And again, work with them early – it may stimulate new ideas.

**Q:** Why would we not replicate the Performing Arts model with Studio Arts?

**A:** We are taking it one step at a time. On the School for American Crafts side, it's a matter of capacity. In the future, there may be an opportunity to construct a larger space for glassblowing. Right now, we're working along the lines of workshops. We are starting with crafts and will see where it leads.

**Q:** Are there any NTID and CAD collaborations?

**A:** The Visual Communication Studies Program (VCS) has quite a bit of interaction with NTID. They are located in Booth. We are a hub for Deaf and HoH students in the design field nationally. In a week, I am meeting with faculty from a number of areas across the university about how they can better serve and position ourselves as a dynamic university of people with different abilities.

**Q:** The salaries you showed, is that an approximation for starting salaries for a bachelor's? (Referring to PowerPoint slide)

**A:** This is data from ED.gov for RIT's undergraduate and graduate.

**Q:** Isn't that lopsided when looking at students graduating with huge student loan debt?

**A:** That's the average. There are programs for instance Photo Science and Motion Picture Science for instance, undergraduate starting salaries are closer to \$80K. Comparing ourselves to the rest of the industry, we actually perform quite well. We are supplementing with institutional scholarships and endowed donor-funded scholarships. Also, not to deflect, but student debt is not just with CAD students. It is a nationwide challenge that we must overcome. I think we are providing a pathway for students to earn a living.

Kin Sepal from Marketing & Communications Division commented on their messaging about why coming to RIT is worth it. Coming to a CAD program, there is concern about having jobs for these artists. Parents want to know if there are jobs. The starting salaries do matter. But the fact that they can come here and we talk about the TAD intersection, I think the outcome of the story in and of itself is pretty powerful that they have a pretty good chance of working at the cusp of digital art and design projects, are all compelling things that we have used in our marketing materials.

**Q:** Do many of the majors have co-ops?

**A:** Some majors have co-ops, but we do a lot more internships. It is an area that we're looking at quite a bit. Our placement is very, very strong at 90%. A \$50,000 salary coming out as an undergraduate is positive. There's an organization called SNAAP, that's the Strategic National Arts Alumni Project. They do the largest survey in the nation of alumni in the arts, including performing arts, visual and graphic arts. Their data shows that the level of satisfaction with one's career is very, very high. In the presentation, I showed the picture of RIT graduates working Apple. Those students are now earning six figure salaries and they've only been out for four or five years. I'm not saying that all of our graduates do that, but I think we are providing pathways to success.

#### **New Business**

- None

Meeting adjourned at 4:26 p.m.

Attendance – see next page.

**Attendance December 1, 2021**

Name	Relationship to UC	Attended	Name	Relationship to UC	Attended
Abushagur, Mustafa	Member-FS	x	Lindsay, Susan	Member-SC	
Aldersley, Stephen	Member-FS	x	Loffredo, Joe	Non-Voting Member	x
Betlem, Carla	Member-SC	x	Maggelakis, Sophia alt. Andre Hudson	Member-Dean	x
Buckley, Gerard	Member-Dean		Merrick, Alexa	Member-SG	x
Button, Amy	Member-SC	x	Milliken, Renee	Member-SC	x
Carrington, Keira	Member-SG	x	Moore, Emily	Member-SC-Alt.	x
Castillo, Jaime	Member-SC	x	Mortimer, Ian	Non-Voting Member	
Castleberry, Phil	Non-Voting Member		Mozrall, Jacqueline	Member & EC	x
Crawford, Denton	Member-FS		Munson, David	Non-Voting Member & EC	x
Cummings, Twyla	Non-Voting Member	X	Nasr, Nabil	Member-Dean	
D'Amanda, Elisabetta	Member-FS	x	Pinkham, Jo Ellen	Non-Voting Member	x
Edwards, Doreen	Member-Dean	X	Prescott, Joanna	Member-SC-Alt.	x
Ferrari, Christopher	Member-SG		Provenzano, Susan	Non-Voting Member	x
Finnerty, Bob	Non-Voting Member	x	Pyatt, Adrian	Member-SG	x
Gallagher, Maureen	Member-SC	x	Raffaella, Ryne	Non-Voting Member	x
Ghazle, Hamad	Member-FS	x	Ramkumar, S. Manian	Member-Dean	x
Granberg, Ellen	Member & EC	x	Randrianarivelo, Lucas	Member & EC	x
Haake, Anne	Member-Dean	X	Reeder, Gina	Member & EC	x
Hadi, Abu Syeed	Member-SG		Robinson, Natalie	Member-SG	
Hall, James	Member-Dean	x	Sheffield, Chip; SOIS (sprg 2022)	Member-FS	
Harrington, Gabrielle	Member-SC	x	Shuey, Jay	Member-SG	
Herman, Vanessa J.	Non-Voting Member		Sood, Neha	Member-SC	
Heyman, Emily	Member-SC	x	Sparkman, Torrence	Member-FS	
Hudson, André	Member-FS	x	Stenport, Anna	Member-Dean	x
Hull, Clyde	Member & EC	x	Tolossa, Natnail	Member-SG	x
Inclema, Ali	Member-SC-Alt.		Travis, Luca	Member-SG	
Jenkins, Keith	Non-Voting Member	x	Trierweiler, John	Non-Voting Member	
Johnson, Dan (fall 2021)	Member-FS	x	Vo, Carol	Member-SG	x
Johnson, Sandra	Non-Voting Member		Wang, Yong Tai	Member-Dean	x
Johnson, Scott	Member-FS	x	Watters, Devon	Member-SC	x
Jokl, Todd	Member-Dean	x	Watters, James	Non-Voting Member	
Kahn, Sunny	Member-SG		Williams, Eric	Member-FS	
Laury, Dino	Member-FS	x	Zeglen, Lauren	Member-SG	x

**Interpreters:** Carolyn Kropp and Todd Thieu