

RIT | University Council

Meeting Minutes: February 16, 2022

The meeting was called to order at 3:02 p.m.

Approval of Minutes from February 2, 2022 Meeting

The minutes were approved unanimously.

President's Report

Pandemic update:

- In short, the number of COVID positive cases is down, but not at zero. It has been low for some days or at zero on some of the days in the past few weeks, but there was a recent day with five cases.
- Omicron has not been very serious. We are aware of only one hospitalization and that person is out of the hospital.
- There is a group that meets frequently – the Pandemic Planning Group – to formulate policy and they recently revised guidelines regarding events where food is served and where food is a central part of the event. The residence hall visitation restriction has also been relaxed.
- No announcements about masks have been made yet. Some members in our community have complicated medical situations and those people are heard from a lot whenever relaxations are made. We're especially being cautious of what we will allow in classrooms as we know that can be a bit of a touch point. We may see a relaxed policy after Spring Break.

The Staff Forum was held last week. There are areas in the university that are understaffed, especially in custodial, food service, and finance divisions. Naturally after a two year pandemic, morale is not at its peak. Even so, minor annoyances are real and should be paid attention to.

- Not everyone had been made happy, but they are doing their best. They are examining actions that can be taken to acknowledge staff efforts.
- All I can say is we did our best. I can't claim that we made everybody happy. There has been a lot of follow on conversation and we'll continue to work with Staff Council. We are examining some actions we might be able to take to better acknowledge our staff efforts. Don't have anything ready to announce today. But I don't want you to think that we had the forum and everything is all bad. We understand we still have work to do.

Looking ahead to Imagine RIT and Commencement – both events will be in person:

- Imagine RIT: If it were held today, masks and vaccinations would be required, but we may be able to relax those requirements come April. We are planning to be in person and want the students to count on coming in person to demonstrate their projects and illustrate the work they've done.
- Commencement 2022: will be in person and will look like what we have done prior to the pandemic. However, we may require vaccination of family members and others from outside our RIT community.

And speaking of vaccination requirements...you may see this story in the media...we agreed to host a cheerleading competition on campus, but anyone who comes to campus must abide by visitor rules, including mandatory vaccinations. RIT is not planning to change our COVID rules for this event. We have offered to release them from their contract with RIT with no penalty. The sponsoring organization decided they did not want to change venues. Parents of the participants are upset by the rules and asking why our rules for vaccinations cannot be relaxed for the cheerleading competition. The media and complaints will likely get worse before they get better.

On some more positive notes:

- The RIT President's Report for this year has just come out. It is full of great photography and work being done on campus.
- Women's Hockey Team: Nancy and I ended up in the locker room after their game. This team has had a lot of turnovers, most of the team are freshman and they have a new coach. They won this past Saturday. Surprising to me instead of talking about the game, they talked about how remarkable the players are as human beings. We left them feeling we do have the right coaching staff and things are absolutely headed in the right direction.

D18.0 Student Conduct Process - REVISIONS (*presentation files available on [RIT Digital Archive](#)*)

D18.1 Alcohol & Other Drugs – REVISIONS

Jennifer Newell, Dir, Center for Student Conduct & Conflict Resolution

Aaron Tomassini, Area Director, Residence Life

Greg Beattie, Conduct Coordinator

It is always good to review policy. Policy D18.0 was last revised in 2015 and policy D18.1 was last revised in 2014. They have been working with two subcommittees for the past few years.

The goal is to look at policies and make sure students have a clear understanding of what the language means. It was a great opportunity to take a close look at benchmarks with peer schools and see what is included. Some language in our policy was inspired by other institutions.

- They worked with Public Safety, and Residence Life to fill in gaps in the policy as well as address the weapons policy. Some students love to participate in cosplay and have weapons related to these costumes, and they also covered policy related to 3D printing of weapon parts.
- One of the important things was to make sure there was lots of representation in the room, including groups from Student Government, Fraternity Life, Sorority Life, NTID, Public Safety, and Residence Life.

Policy D18.0 – Major Revisions

- **Revised Introduction**
- **Changed “Accused” to “Respondent”**
- **Name changes for several policies**
 - Disruptive/Disorder Behavior → Disruptive Behavior
 - Failure to be Responsible Host → Guest Behavior
 - Code of Conduct for Computer and Network Use → Computer and Network Misuse
- **Overhauled language for some charges**
 - Revised “Violation of RIT Policies” to list common violations (Parking, Academic Integrity)
 - Revised “Dishonest Behavior” to include timekeeping (wage theft)
- **Added “Stalking” to D18**
- **Strengthened Probation status for Student Organizations**

Policy D18.1 focuses on alcohol and other drugs and the review was run by Student Health and Substance and Addiction Intervention Services for the Deaf (SAISD). They wanted to ensure they were looking at it from several different angles.

Major Revisions for D18.1

- **New name: “Alcohol, Cannabis, and Other Drugs Policy”**
 - Reflect legalization of cannabis in NYS & increased trend of college student using cannabis
- **Emphasize “Active Bystander” in Good Samaritan Protocol**
- **Restructured several sections for clarity**
- **Merged all “Possible Outcomes” to one table**
 - Students and Public Safety both shared this table is very helpful!
- **Added a list of resources at end of document**

This is just a summary, and some smaller tweaks were also made. The biggest change was in the introduction.

- The office does not market the honor code and the language did not fit. Terms like resilience, accountability, and support come up a lot and we wanted to include them to fit with our culture.
- We need the language to fit with how people talk about things today and make sure we are not focusing on the “accused” and instead use the term “respondent.”
- Disruptive and disorderly seem very similar, so we changed it to a clear definition that is under the term disruptive.

The code related to charges has been changed. We changed some policies related to certain situations that don’t come up frequently, but we do see in the office – like tobacco or demonstrations.

- Cleaned up language to reflect what is seen in the community.
- Also included clarity by defining the issues of stalking, focusing on the sexual nature often present in stalking.
- Strengthened the probation status for student organizations.

We wanted to make sure this reflected the reality of what we are seeing on campus, including use of alcohol, cannabis, and other drug use. We changed the language about active bystanders and also restructured several sections to increase clarity and reorganized the policy for students.

In D18.1, we created a “common violations and common outcomes” table:

- This assists offices on campus in understanding and answering questions from students. This table was originally split, and they worked to streamline it to increase its efficiency as a campus tool.

Also added a list of resources to the end of the document about how to get support for students, including CaPS and Student Wellness.

Comment: In the document that says "red line," there are some sections that can create a feeling between the university and the student that makes the student feel they are “out of line” and could be interpreted as potentially threatening. The language should say something more like “a violation” instead of “out of expectations.” There should be more definitions of some ambiguous terms, like “quiet support.” There should not be any room for interpretation.

Q: Why is stalking not under policy D19.0?

A: It is in policy D19.0, but it also needs to be included in D18.0.

Comment: As a Conduct Advocate, I want to express the value of the Common Violations and Common Outcomes table. The first thing that students are asking about these policies are directly relevant and this is a great tool. Personally, I spend a lot of the time on the website trying to find the answers for them. But this is great.

Q: Can you go deeper about how the cannabis policy is different than the smoking policy?

A: Here on campus, you cannot have cannabis in any form. Tobacco is allowed in designated areas. In terms of nicotine and vaping in the dorms, it is still a policy violation.

Q: With the legalization of marijuana in NYS, to promote safer engagement of students on campus, will there be a continued “no exceptions” policy or will this change?

A: We follow the federal law that students cannot have any cannabis, period. If the law changes, we will take a closer look at where the policy is. We have indicated in policy D18.1 that we refer to federal law for guidance first.

Q: In the Faculty Senate, there is some concern about the possibility of repeat offender sexual misconduct. The Senate constituents would like it written into the D19.0 policy that the penalty will be severe for repeat offenders.

A: We will bring this feedback to the Title IX Office.

Q: You're talking about marijuana on campus, but what if is a student is off-campus? Is this under NYS or campus regulation?

A: Great question. We have talked with public safety about off-campus violations. The law says you must be over 21 for use. If you come back to campus under the influence and cause disruptive behavior, they will look at it differently and it is a case-by-case matter.

RIT Dubai

Bob Finnerty, Assoc. VP University Communications

Jim Myers, Assoc. Provost for International Education & Global Programs

Mery Palarea, Global Communications & Media Mgr.

Kin Sepal, Assoc. VP Marketing Strategy & Creative Svcs.

John Trierweiler, VP & Chief Marketing Officer

Thank you for the invitation to speak on this important and exciting topic. This is a field trip report. We planned to go in March 2020, but were delayed due to the pandemic.

The RIT Dubai campus was officially opened in the Fall. We went to compare notes, best practices, and see how to support each other.

The first takeaway: RIT + RIT Dubai:

- It is a win-win opportunity to lift and accelerate both campuses.
- Differentiating strengthens and areas of focus: Smart, Sustainable, Innovate, and Connective
- Built for the new economy and the changing world.
- In terms of integration, we are looking at the platforms that are being used and how to help align their best practices.

“Places, Programs, People, and Partnerships:”

Places:

- Dubai is in the United Arab Emirates. It was a fishing village in the Persian Gulf until the oil boom in the 1960s which led to rapid change. They are a diverse population and have a diverse economy. It is very global and there are lots of people from India, South East Asia, Europe, and Africa.
- Oil is now less than 1% of their GDP.
- The Dubai Silicon Oasis (DSO): they are very sensitive to planning due to the explosion of industry in the past 20 years. About 25 miles outside downtown: Free trade, about 6,000 companies, and about 90,000 people live there.

There are a lot of universities in Dubai, and RIT is the university of the Dubai Silicon Oasis. The government is the sponsor of this university.

- The campus was dedicated in November, at about 1.3 million square feet and about 12 buildings. They have the infrastructure of a large event and will be at 2,200 students when they move on to phase two.
- They have an artificial football field.

Smart Campus: Technology and futuristic thinking. They are a 4–5-hour flight from more than 1/3 of the world's population.

- It is all innovation, all the time.
- The innovation lab is the heart of the campus. Companies and do research here and collaborate with students, and it is really an ecosystem of entrepreneurship.

Programs: A special thanks to “The father of RIT Dubai,” Dr. Mustafa Abushagur professor here in KGCOE.

This facility is so new and designed for a very specific set of programs.

- There are going to be opportunities in Dubai that are very complimentary to RIT Henrietta and some resources will be there that we do not have here.

Programs offered there:

- Approaching about 20 programs overall between undergraduate and graduate.
 - Undergraduate: 874 students with most in Business. Computing Security is new and has the largest incoming group, and it has only been offered for a few years.
 - Engineering, computing, and business are the core programs.
- They will start a Psychology degree in the next year after a visit by the CLA Dean to Dubai.

They are customizing some of the programs:

- Three professional studies degrees designed around areas of need in the region:
 - Future Foresight and Planning degree
 - This came from the Dubai government directly. They want to represent the future and the way the city is designed.
 - Data Analytics Degree – blending analytics with data design and it is for working professionals
 - Smart Cities Degree – this came from the Dubai government as well to focus on installed smart infrastructure and how to use this technology.
 - The Smart Cities degree is the only one of its kind around the world. The students doing these capstones are helping to design the city of Dubai. The future foresight programs are visionary projects.

People:

- There are currently just under 1,000 alumni.
- Dr Youssef Al Assaf is the President of RIT Dubai.
 - He is well regarded in the media, and he is a key point about smart cities, as well as being an author on *The New Digital Deal*.

Vision of how RIT and RIT Dubai will enrich each other. This will blossom and we will tell the story of RIT Dubai as we move to the future

- The student body: Under 900 Undergraduate students.
 - They met with the Student Government representatives.
 - There are about 70 nationalities among the students and the staff.
 - The DSO has committed to start building Phase 2 when they reach the 2,200-student mark.
- Faculty and Staff: Met with the marketing team.
 - They do a lot of amazing work and promote the campus, increase enrollment, and do a lot with very little.
 - They are working closely with the DSO. They are invested in highlighting RIT Dubai.
 - The trip was an exchange of information to identify where they need to support the most.

Partnerships:

There are a lot of opportunities and partnerships that have already begun.

The current climate/situation

- 80-150 universities competing for the same student population.
- The university was founded in 2008, so it is very young.
- There was 18% public awareness of the university in a measurement study done in 2016.
- Other universities claim to be American-Accredited, but they do not have an American degree diploma.
- The Co-op Is not a term commonly used in Dubai.
- The facility's awareness is low partly because of the pandemic.

Phase 2: Get to 2,200 students. There is a lot of work to be done and a lot of opportunities across multiple areas.

They began by focusing on Engineering, Business, and Computing.

- We have options to expand into new programs like psychology and new media design but also in the other way by looking at the intellectual leadership around new degrees that could be offered here in Henrietta.
- We are in a part of the world where \$1 trillion of Islamic finance business is done between here and Malaysia. We don't offer a degree in Islamic finance or Islamic languages and that would be great on this campus.

Three RIT Dubai students are in Henrietta doing their PhDs. They want these PhD students to come to Rochester to study with us on an adjusted residency requirement.

International outreach and recruitment: In India and how to integrate this better.

- IT backbone and CRM solutions.
- Key RIT initiatives such as Imagine or the Performing Arts Showcase. They have the Tiger Fest event that has lots of Dance and Music.
- People need to understand the importance of RIT Dubai in reference to RIT.

RIT Athletics (*presentation files available on [RIT Digital Archive](#)*)

Jacqueline Nicholson, Executive Director, Intercollegiate Athletics

She has done over 300 meetings in her first 100 days.

- Making sure the coaches know who she is and meeting with all the senior captains on campus. Spent time with external constituents as well. Focusing on student-athlete engagement.

As a former student-athlete at Virginia Tech, she wants the athletes to feel involved. It is an experience like no other, and being part of a team is like being part of a family.

- They are focusing on their strategic plans for the next 5 years and have goals to roll the plan out in May.
- The student-athlete experience: the stadium project they are working on.
- Program integrity – they have rules they have to follow and make sure that actions are made with integrity.
- She is very competitive and wants the students to be competitive in the classroom and on the field. They want to partner with the community to bring people to the facilities on campus.

University relations – make sure people know who they are and what they stand for. They want to build up the relationship to engage with athletics.

RIT Henrietta is a hidden gem about what facilities are on the campus. Coming to RIT from the Division 2 and Division 3 world – there are more resources here than some of the Division 1 and Division 2 schools she has worked with.

- Strategic engagement with students on campus – how to attract students to come to the events – how to get students to support athletes at a high level. They want student-athletes to get exposed to other organizations and clubs as well.
- They are partnering to get some NCA teams here to host championships.

Athletic priorities:

- Working on the lacrosse stadium project. The first phase of the project will be a turf field with lights for soccer and lacrosse.
- Both baseball and softball seasons begin in the next two weeks.
- The track and field complex – they are wanting to update the entryway to the Clark Gymnasium. When you walk down the quarter mile, it would be better to see what's going on in that facility
 - Clark gym was built in 1968 and some of the spaces have not been renovated for a very long time and athletes spend a lot of time in the Clark locker rooms.
- Update the weight equipment for the student-athletes.

Other priorities:

- University Advancement:
 - We have over 7,000 student-athlete alumni and need time to build relationships them. We'll take coaches on the road to spend time with alumni to tell them about what they are doing on campus.
 - Working on getting together some great alumni reunions. Want to get alumni back to campus to see what is being done
 - Doing monthly "Tiger Checks" to hear what is going on with programs and sending out a newsletter that features two coaches and alumni. All members are encouraged to sign up for this athletics newsletter.

Q: How would you bridge between athletics and academia? How do you ensure students are still performing well academically?

A: I started in Academic Support. RIT student-athletes have a higher graduation rate and higher average GPA. We need to re-engage with faculty to remind them what it is like to be a student-athlete. Athletes should get to know their faculty members and create relationships early in the semester and engage in office hours. There will be someone at Faculty Senate to discuss the academic challenges the students athletes are facing.

Q: Is the addition of a minor in Sports Management going to help?

A: They are interested in some programs like sports medicine and physical therapy and would be a recruiting tool. I think it will help us some as well because some of our student athletes are interested in those things, the physical therapy, the sports medicine. So, I think it'll be something that we can use as a recruiting tool with them. I can tell you some of our staff are actually interested in kind of taking some of the classes to learn from things as well.

Q: Can you talk about how scholarships will look like for student-athletes.

A: There will be a maximum 60 student-athletes with a maximum of 18 per team. We are looking at need-based aid first and then merit scholarships. It will be less than a million in scholarships with the merit scholarships students already have. We will be working to close the gap. It is 18 per team, per year. They must save some scholarships for the Fall semester. We will also have opportunities to raise money for the scholarships. The athletes are very committed to their support, and it is important to them to give this opportunity to future students.

Q: How will you be interfacing with Club Sports?

A: We work with them in terms of facility space usage; however, we must make sure that they are kept separate.

United Way Campaign (*presentation files available on [RIT Digital Archive](#)*)

Lynn Rowoth, AVP of Community Relations & Special Events Government and Community Relations

Nicole Prahler, Assoc. Dir. Conferences & Special Events

Victor Santiago, Assoc. Dir. of Alumni Relations, University Advancement

The RIT United Way campaign video by President Munson and Nancy Munson was viewed.

United Way: health, education, and economic mobility.

- Fundraising Goal of \$314,159 and 1,000 donors.
- They did reach their goal last year

The campaign begins on March first and lasts the whole month.

- CHAIRity auction on display in the Campus Center and the money goes toward the artists' chosen foundation.
- School of Holy Childhood Pies again available for sale – last year we sold over 300 pies on Pi Day 3/14.
 - Try and get orders in before the deadline.

Any donation makes a huge difference. This allows for mentoring, increased accessibility for older adults, and gives back directly to the community. Students have done a ton of volunteering and fundraising for United Way. The following United Way agencies directly support RIT Tigers:

- Center for Youth
- CHS: Mobile Integrated Healthcare and Financial aid for Health Care
- Legal Aid Society of Rochester
- Trillium Health
- Willow

2021 Campaign:

- These charts show that they have significant opportunities within the staff. They only had about 17% faculty participation last year and will be focusing on the increased reach to faculty.
- Of the total donations from last year, 70% of participants were staff and 24% of participation was from faculty.
- They have cross-campus representation to extend campus messaging for this year.

Campaign website: www.rit.edu/unitedway.

Q: How many faculty are on the steering committee compared to staff?

A: Currently, two faculty representatives out of the ten colleges are on the steering committee. The key campaign volunteers on campus are maybe a handful of faculty members.

Summary of Feedback from Staff Forum

Enid Cardinal, Senior Advisor to the President for Strategic Planning and Sustainability

The forum was held last Wednesday. We received about 200+ questions from staff. Overall we heard that it was needed, but that there was not enough time within the hour. I don't know that even two hours would have been enough.

- We need to have more open dialogue like and answer more questions. Some felt it was too scripted, but this was the result of our attempt to try and cover everything.
- There was an appreciation for the effort, but we need to find ways to answer questions better and respond to the questions that came through later.
- A lot of the questions were related to COVID and policies regarding it. About 50% of the questions were really related to compensation. There were also questions related to flexible work arrangements, and challenges with morale. We need to find ways to bring up morale across campus. We tried to have the questions grouped in a way to address the questions most asked.
- On behalf of the Staff Council, they will be meeting with JoEllen Pinkham to get more answers and help staff more.
- There is a lot of responses like "Now what?" We want people to feel valued and not as if they are ignored since the event is over.
- The university has charges of discrimination from people who are racially white and black currently.

Dr. Munson commented: Before we enter into conversation on this, I want to sincerely thank Enid for her role in organizing and moderating the forum. As she indicated we tried to have the questions grouped in a way that would allow us to address all the questions that were most commonly asked. And the main point I want to make is Enid volunteered to serve as moderator for really a pretty challenging event. So, let's open it up for conversation.

Gina Reeder commented: I do want to say on behalf of Staff Council, we are going to be meeting with Jo Ellen Pinkham and will go through the recording of forum with her tomorrow to discuss the list of questions and to see if can we get more answers. Basically a lot of questions that have come in beyond the forum. So we're looking to work with administration of course to move forward to get answers to these questions. We want people to certainly feel valued we know that people are looking for more of these kinds of events to be heard.

Q: How can staff help in the process of going forward? How can they help to resolve the questions that have been brought up?

A: We do have a system in place that involves the administration working with the Staff Council. We assume that when there is an issue brought through Staff Council that there are many people that share that concern. They funnel concerns and questions through Staff Council, but you are always welcome to meet one-on-one with Dr. Munson or Provost Ellen Granberg.

Meeting adjourned at 4:43 p.m.

Attendance – see next page.

Attendance February 16, 2022

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

Key: EC=Executive Committee; AS=Academic Senate; SC=Staff Council; SG=Student Government

Interpreters: Carolyn Kropp and Donna O'Brien