

**ROCHESTER INSTITUTE OF TECHNOLOGY  
ACADEMIC SENATE  
SEPTEMBER 6, 2007: 12:05 P.M. – 1:50 P.M.  
1829 ROOM of the SAU**

Absent: E. Boyd, M-B. Cooper, P. Rosenberg, K. Schmitz

1. **CALL TO ORDER:** 12:05 p.m.
2. **CHAIR'S REPORT:** (Kristen Waterstram-Rich, Chair of the Academic Senate, was absent due to a personal medical emergency.

Tom Policano, vice chair of the Academic Senate, welcomed all newly elected or re-elected senators (Franz Foltz (CLA); Uli Linke (CLA); Sophia Maggelakis (COS); Ed Mineck (NTID); Sylvia Perez-Hardy (GCCIS); Larry Quinsland; S. Manian Ramkumar (CAST); Eli Saber (COE); Ed Wolf (SG President); Sasha Malinchoc (VP of SG) and President Bill Destler. It was a tremendous turn out of almost all Senators being in attendance at this first meeting of the year.

T. Policano reported that the Standing Committee chairs/conveners met with the Executive Committee of the Senate last Friday, and all were in attendance to discuss the proposed Standing Committee charges for AY2007. Revisions of this document mistakenly did not go out to all faculty and therefore it was proposed to table this agenda item today so that all faculty can review it and have the opportunity to give feedback for a final document to be presented to the Senate at the next meeting, for discussion and Senate approval. The Provost had already sent his suggestions for additions to the charges, regarding tenure and promotion and adjuncts. The Senate approved tabling the Standing Committee charges until September 20<sup>th</sup>.

3. **REPORTS:**

**PRESIDENT'S REMARKS:**

President Bill Destler thanked everyone again for a wonderful welcome to RIT and said he was suffering from overload as the welcome has been so warm. He said this year RIT has the largest freshman class of 2500 students. He said because of this the budget situation is good there should be no problem proceeding with raises for faculty and staff at RIT.

**PhD programs:** There are two new PhD programs that will be launched here at RIT in the coming year: The Astrophysical Sciences Ph.D. program has already been through the campus approval process and the new Sustainability Ph.D. program will come before the Senate and IC this year. Once approved, this will bring the Ph.D. count at RIT to 6 programs, all in non-traditional areas. This is in keeping with RIT's spirit of a Category of One Institute.

**Innovation and Creativity Festival:** On May 3, 2008 there will be an Innovation and Creativity festival which will show off RIT to the world through student and faculty projects (e.g. Student design projects, NTID theater projects etc.). He said research is very much included in this special event. The entire RIT community, alumni and the whole Rochester region will be invited and he said they are hoping 30,000 people will be in attendance. If anyone on campus is interested in participating in this event you can contact Barry Culhane. There will be food, games for children to participate in, etc. He said there are 30,000 alumni in our region and we at RIT need to do a better job of networking with these people.

**Provost Search Committee:** There is a Provost Search Committee being chaired by Paul Rosenberg of the College of Science. He thanked Provost Stan McKenzie for his distinguished service of many, many years here at RIT. Dr. Destler had requested a faculty person to head this committee. He believes that all strong institutions are faculty lead and faculty should take the lead. He said he has asked the search committee to give him three names by February 2008. They are hiring an outside consultant as well. Both internal and external candidates are encouraged to apply. He also announced that there are two Dean searches in process for CAST and for the College of Liberal Arts. He said these searches will be conducted at a slower pace than the Provost search.

**News:** Dr. Destler reported that on September 12 an announcement will be made of a significant gift being given to RIT.

**Alumni Engagement:** Over 30 trips have been scheduled for Dr. Destler (Friday, Saturday and Sunday so he will not be away from RIT during the week) to build an alumni network. President Destler said alumni giving is only 8% and a good private institution averages alumni giving at 30-40%. There are many alumni in our area and 30% of RIT faculty and staff are alumni.

**Student Success:** Dr. Destler discussed the graduation rate and said the percentage of 64% in 6 years (giving an extra year for co-ops) is quite low. The 2<sup>nd</sup> year retention rate of 87% should be 91-92%. He noted that we want to make things better for this freshman class and get involved with the students and work with the deans. He stated that retention is so important that we must look at those issues on campus that need to be addressed such as campus life and other possible contributing factors such as quarters vs. semesters etc.

**Tenure Promotion Policy:** Dr. Destler spoke about the strategy in some institutions of first promoting people and then awarding tenured at a later time. It is his goal is to make tenure decisions first and then promotion next. He has been asked to review this policy.

President Destler concluded by saying he is thrilled with what he has found here at RIT and that the quality and range of faculty, staff and student work is tremendous. He said there are unusually strong connections between RIT and the Rochester community. He noted that he attended a Nathaniel Rochester Society Dinner with 300 donors in attendance and 90% of these were not alums. This indicates the extent to which the community appreciates us and the opportunity we have to build further our interaction with our alums.

Floor was open for Q&A.

**Q:** You indicated that the CAST dean search has been slowed down a bit, but when would the new CAST dean be in place? Also regarding pay increases, will you consider moving them back to the beginning of the fiscal year?

**A:** The Cast Dean's search has begun and the new CAST Dean will not be appointed until the candidates can be reviewed by the new Provost (active search is going on now). The new CAST Dean will hopefully be in place by the summer of 2008. In regards to raises, he said he needs to understand the reasons why these were moved to a later date and he said he is sympathetic to this issue.

## **B. PROVOST SEARCH COMMITTEE UPDATE**

Paul Rosenberg, chair of this committee, was unable to attend today's Academic Senate meeting and is rescheduled to present on September 20, 2007. T. Policano said they are seeking campus-wide input and have asked to have a forum online to solicit general feedback.

**C. STUDENT GOVERNMENT REPORT:** Sasha Malinchoc, VP of Student Government  
[The Student Government power point presentation is available on the Academic Senate DML.]

Sasha Malinchoc welcomed President Destler to the RIT campus. In the Ppt presentation she reviewed SG's summer accomplishments. Monies were left over before the fiscal year ended so new SG equipment was purchased. Other accomplishments were: the FlexCar Program starting at RIT; the acquisition of new laundry machines; the provision of USA Today and the Times free for students; changes to the GLBT Center and the formation of many new committees through SG. Upon President Destler's arrival on campus in July, SG gave him a warm welcome.

Sasha reviewed what's in the works for SG (iTunesU, Student Services Center, SAU Project, Financial Incentives for MSO, healthier food, increased officer visibility and better common spaces in the dorms.)

Officer expectations of SG were presented. Office hours will be held in places near the constituents. Goals will be set each quarter and met. Officers are expected to attend SG events and to be involved with SG committees. As well, the Senators and the Cabinet will work together. Sasha also reviewed the MSO (Major Student Organizations) expectations. There is now an MSO liaison to develop and execute goals.

Sasha reviewed all the SG committees. There are four new committees (Committee on Institute Policies and Procedures, Matt Danna, Chair; Committee on Community Improvement and Development; Committee on Institute Technology, Gerry Brunelle, Chair; and the Transfer Student Engagement Committee). Sasha reported that many students have shown an interest in the SG committees and have already volunteered to serve on various ones.

Sasha concluded by sharing that SG this year is working to be a more proactive governance group and will be working more with the Academic Senate and Staff Council. They desire to have strong leadership that will address the concerns of the student body and will change the old mindsets of the institution. They also want to get more people engaged this year with Student Government.

Discussion ensued.

Q: What is the flex car program?

A: RIT is a pilot school for this program and said from her understanding students will be able to use cars for errands that they register for online. Insurance policies will be taken care of and students will be hired to take care of the cars. A pick up truck is also one of the vehicles being offered.

Provost McKenzie commented that Ed Wolf, president of SG, sent an exceptionally well-written 4-5 page letter to Dr. Destler which included many tremendously important questions that will aid in the strategy for the university. He said he was greatly impressed with the Student Government body this year. T. Policano added that the Academic Senate is very excited with what SG is doing and their initiatives. Three of the Student Government committees that have been formed have been included in the charges of three of the Standing Committees of the Academic Senate.

**B. STAFF COUNCIL REPORT:** Kurt Ingerick, Chair of Staff Council

[The Staff Council power point presentation is available on the Academic Senate DML site.]

Kurt Ingerick, Chair and Julia Lisuzzo, Vice Chair of Staff Council, reported to the Senate today. Staff Council is comprised of 37 members from all areas of the University, each of whom serve two-year terms. Elections are based on voting blocks and constituents can go to the SC website to determine which block they are in and the identity of their representatives. Each representative has between 30 and 50 constituents. Staff Council actively represents staff in the shared governance process at RIT and serves as a communication conduit for staff on matters affecting them. SC initiates and reviews policy proposals and revisions, initiates discussion on issues for university deliberation, serves as an advisory body to the President or their representative on issues and decisions which impact the RIT community and act as a catalyst for change within the RIT community.

The SC agenda will include improved communications by having a robust newsletter, town meetings, and will join together to meet and greet constituents and representatives. SC will continue to listen to constituents' questions, suggestions and concerns regarding policies and procedures. SC will look into consistency in and accountability for manager/supervisor training, temporary staffing and will monitor outsourcing. There will be a total review of the HR policies and procedures manual. A Dishonorable Conduct Committee has been formed with both staff and faculty on board. A uniform online voting system is being worked on by a faculty, staff and student committee. Julia reported as well the need to re-connect C-shift employees to RIT. SC will also work on equity in representation on University committees. She announced that the 11<sup>th</sup> annual Staff Excellence Awards will take place on October 17<sup>th</sup>. The 12<sup>th</sup> annual Staff Appreciation Picnic will be on May 28, 2008.

Discussion ensued.

Tom Policano requested that stats be brought forth to the Senate as to the number of temp staffing.

Q: What is the difference between exempt and non-exempt staff and what is the percentage at RIT.

A: All faculty are exempt (exempt from Labor Laws) and are salaried and all non-exempt staff are paid hourly. The Provost said the count of exempt versus non-exempt is probably 50-50.

#### **C. STANDING COMMITTEE CHARGES AY 2007**

This agenda item was tabled until all faculty can review an updated draft of the charges and a final draft with any new additions and edits will be presented for approval at the September 20, 2007 Senate meeting.

**D. RITirees:** Barry Culhane, Executive Assistant to the President  
[This power point presentation is available on the AS DML site.]

Barry Culhane reported that the RITirees Committee was formed in 1998 for the purpose of keeping retirees connected to and involved in the RIT community. The committee is composed of former faculty and staff from RIT and the members are referred to as RITirees. RIT has 950 RITirees listed and 56 spouses of deceased faculty. The premier event hosted by the RITirees Committee is the annual RITirees Picnic, the first of which began in June of 1999 at Liberty Hill. The picnic is preceded by an awards ceremony in Ingle to honor new RITirees for that year (Class of 2007 there were 66 new retirees and 22 attended the ceremony). Each RITiree comes to the stage with a colleague to receive a commemorative pin and to have a photo taken with the President. The year 2007 marked the 9<sup>th</sup> annual RITirees Picnic held in the Gordon Field House (6/13/07) with approximately 600 in attendance. Next year's date is June 11, 2008.

Each year RITirees honor both a faculty and a staff member who have demonstrated exemplary service. This award is presented to the recipients at the annual picnic and their names are added to a wall plaque that hangs in the lobby of the Eastman bldg between the elevators and Financial Services (across from the Cap Stone). Barry said past recipients were: Rich Rose; Paul and Francena Miller; Al Davis; Reno Antonietti; Bob Panera; Jamie Campbell; Mary Sullivan; Earl Fuller; Dane Gordon; Cathy Whittemore; Al and Carolie Simone.

The RITirees Committee sends out a newsletter one to two times per year to keep RITirees apprised about upcoming campus events and issues on campus such as healthcare, parking, River's Run, Osher Lifelong Learning Institute, United Way campaign etc.

Members of the RITirees Committee have served on various RIT committees to represent the interests of RITirees. The committee met with President Destler on August 29 and he is very supportive and sees this

group as a great resource to RIT. To have them have possible involvement with retention initiatives is being discussed. The committee is looking into bringing RITirees back to campus for volunteer work and/or work (adjunct faculty). An Emeriti Center is also being discussed.

The Provost said a retiree has to have been at RIT for at least 10 years and asked if outreach to non-official retirees could be addressed.

Q: Is the committee involved at all with retirement transition. e.g. taking a mid step between retiring and growing vegetables?

A: Barry responded that the committee has not as yet delved into that issue. He said some of those who are being asked to return to RIT as faculty want to re-visit the pay issue. He said that healthcare is another issue to look into as some people who move say that their healthcare is not always transferable to other states. People need to be informed of issues like these before they retire.

Larry Quinsland noted that the NTID Congress (NFC) has been working with Alan Hurwitz (RIT VP and NTID Dean) and Chris Licata (Associate Dean) on the topic of considering opportunities for retirees to return to RIT for contract work. There is the potential for some senior faculty to give up tenure positions and retire if they knew that part time work options existed. The NFC has constructed a survey in collaboration with Drs. Hurwitz and Licata that will be distributed to NTID faculty and recent faculty retirees in the next couple of weeks.

Barry said that it would be good to orientate this idea at the deans' level. He said that in your colleges and divisions the committee would help you identify retirees who could possibly come back to RIT to teach.

Provost McKenzie suggested that the issue of retirees returning to teaching be a charge to the Faculty Affairs Committee. Currently there is a 3 year period where they sign a statement that they will teach at least 50% of their full load and will resign their tenure after 3 years.

Tom Policano said he is very encouraged by this idea of faculty returning to teach after retiring. He said some in their senior years do not want to be cut off. Over 50% of faculty are older than 50 years old, offering a growing pool of resources. There may even be some faculty who would love to return to chair a committee. The emeritus idea is very good as well, offering the faculty the opportunity to be hired at a good level of pay.

Barry continued his presentation and stated that 5 years ago RITirees became a charter member of AROHE (Association of Retirement Organizations in Higher Education). The web site for this for more information of what they are doing is [www.arohe.org](http://www.arohe.org).

E. **MINUTES** of May 24, 2007 were approved unanimously with one abstention.

F. **TREASURER'S REPORT OF AY2006:** Abi Aghayere, Treasurer of the Academic Senate  
[The report is available on the AS DML and copies were distributed at today's meeting.]

Abi reviewed the Senate treasurer's report that reflected spending for AY 2006. Spending was below the budget amount allotted, so a new computer was purchased for our office. This cost will be reflected in the AY 2007 treasurer's report, and our account was reimbursed in the new fiscal year for the computer which was actually purchased in June (yet was not delivered until July).

G. **FORUM**

**Master's Program Re-Named:** Brian Thorn of COE informed the Academic Senate that the masters program that was approved last spring in the College of Engineering (Master of Science and Master of

Engineering Environmentally and Socially Responsible Engineering) has been renamed Masters in Sustainable Engineering.

**Update on Space at RIT:** Provost McKenzie noted that space is on the minds of many people as there are so many areas on campus that are overcrowded this year. Classroom spaces, research spaces and faculty offices will be taken care of one year from now. In the College of Science and GCCIS there will be expansion next year into the Slaughter building. The College of Liberal Arts will be moved entirely to building 1 and building 6 will be converted into classrooms. A discussion with deans will take place to determine what classrooms are needed. He said that seminar rooms and conference rooms are under resourced and large classes now in regular sized classrooms need to be rescheduled. The Provost said he, the Registrar and Jan Reich will be discussing this issue. There will be a trailer brought to RIT to secure more office space once it is approved by the Town of Henrietta.

**Final Exams:** Tom Policano said a request has been received for final exams schedules are to be posted at the beginning of the quarter and not the end of the quarter.

**Add/Drops:** Sophia Maggelakis requested that Add/Drops be addressed and asked if the Institute could extend the drops to two weeks so that students do not receive a W as this is counted against the faculty, especially in keeping with what the President said today about retention. (If the W's percentage is high, this could cause a problem – I would omit this sentence.)

**Course Registration:** Tom Policano said that issues related to the registration for courses are on a priority list. He said he spoke with the Registrar, Joe Loffredo about the need to manage pre-requisites. He said there are a lot of adds and drops because students are in the wrong place. He noted that Tech students said they did not have the information they need to choose pre-requisite courses. He supported the idea of investigating Add/Drops.

**Hiring Faculty:** The issue was addressed regarding hiring faculty that are not U.S. citizens and who pays for their H-1 visa? Some colleges pay for this and some do not.

**Acceptance Letter from RIT:** Larry Quinsland said some of his son's friends had applied to RIT, there was a long delay in getting an acceptance letter and resulted in their going with their 2<sup>nd</sup> choice instead of RIT. The Provost said that this could be one of the charges for the Academic Affairs Committee.

T. Policano adjourned the meeting and told Senators that stats on faculty numbers will be presented at the next Senate meeting.

ADJOURNMENT: 1:30 p.m.

Respectfully submitted,

Eileen Feeney Bushnell  
Vivian Gifford  
9/10/2007