

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

Absent: E. Boyd; W. Destler; E. Holden; E. Mineck; H. Palmer; V. Perotti; P. Rosenberg; K. Schmitz; T. Schueler; L. Wild

1. CALL TO ORDER: The meeting was called to order at 12:10 p.m.
2. COMMUNICATION OFFICER'S REPORT – Minutes of November 1, 2007 were approved with two abstentions.

3. CHAIR'S REPORT:

President Destler reported the following to Institute Council:

- The RIT Initiative in Dubai was announced and would appear in the D&C tomorrow. This initiative began a few years ago. When the UAE was beginning construction of the Duel Silicon Oasis Research Technology Park, RIT was approached to be a partner who could offer first undergraduate and eventually graduate education. Part-time graduate education will begin in the fall of 2008. The financial exposure to RIT is modest and UAE will build the campus.
- Applications are up 18% from last year. The goal of an increase in 1000 undergraduate applications has been exceeded.
- Two Trustees, Buckingham and Bates each donated 1 million dollars to RIT within the last couple of months.
- There are currently 60-70 proposals that have been submitted to the Innovation/Creativity Festival at this time and this does not include what individual college programs will be doing.
- President Destler went on an alumni trip to San Francisco and visited Google. He reported that Google is interested in expanding its connection to RIT.
- The President is disappointed in attendance numbers at RIT sporting events. He said hockey is the only sport whose games are well attended and he is thinking of ways to encourage attendance at other sporting events.
- Updates on Development and Alumni Relations and Pluralism and Diversity were given.
- It was reported that the search process for the Dean of Cast is underway and a timeline was given. The Search Committee is currently accepting nominations.
- An update on Park Point revealed that the building is ahead of schedule. All retail space has been rented and some apartments may be ready for move-in in June. There are 83 apartments already rented. The rent on apartments is \$900-\$1200 per bedroom, which is higher than expected. Discussion revealed that there are some significant concerns about these costs for students.

REPORTS:

PROPOSED BFA DEGREE PROGRAM IN 3D DIGITAL GRAPHICS:

Marla Schweppe, coordinator of the MFA Program in Computer Graphics Design presented a Power Point on this proposed degree program, which can be accessed on the Senate DML web site.

The BFA in 3D Digital Graphics, housed in the CIAS School of Design, is designed to prepare students to use three-dimensional computer graphics to develop game assets, to provide support in scientific visualization, and in other fields. In particular, in these fields employers are seeking graduates who have strong art and design skills AND programming experience. The majority of the curriculum consists of a sequence of three courses (Intro to 3DDG Modeling, Materials and Motion) in the freshman year, that incorporate the development of design skills using commercial three-dimensional software, in combination with some traditional techniques. The curriculum for this program was reviewed, 25% of which will be general studies and 50% will be studio classes and the major. Assessment of this program was reviewed. Some programs on campus have similarities yet it was noted that this class would not teach animation or game programming.

Enrollment and admissions requirements were discussed. A range of abilities is needed for success in this field, from artistic to technical. This program is designed to be for full-time, on-campus students, eliminating the option of attendance by online students. Plans are to accept 20 students in each freshman class. Transfer students can only be accepted if there is space in the program as there is a limit on class sizes. Due to high standards for admission and the lack of other similar programs and the increased demand for people with these skills, a high level of job placement is anticipated for students graduating from this program.

Fiscal viability and resources were discussed. Three new full-time tenure-track faculty are needed for this program. At least two and preferably all three will need to have extensive experience in 3D computer graphics. Additional courses will be taught by adjuncts. Graduate assistants are needed to help in the lab classes so the size of the classes can be as large as possible. Traditional lab space will be needed for computers, appropriate software, cameras, projectors, lighting, screens and tools. Space needs were discussed as well.

The Academic Cost model was included in the Executive Summary received by Senators.

Charles Border, Chair of ICC said this program does fit and is well designed and well placed. He recommended highly that the Senate approve this proposed degree program in 3D Digital Graphics.

Discussion and Q&A ensued.

Q: S. Perez-Hardy asked if this has been discussed with the Game and Design faculty in Golisano since both programs are team oriented.

A: M. Schweppe responded that they have been communicating through the Graduate Program and are already working on projects with this program. C. Border said people on this team are more focused on the artistic side.

Q: S. Diehl asked about Intellectual Property Rights concerning work done in this field and who has these rights.

A: Stan McKenzie said undergraduate students own their own intellectual property and concerning graduate students, this is still being worked on. Don Boyd will be coming in February with a new policy regarding Intellectual Property. Yet this should not affect the Senate decision to approve this program.

Q: E. Feeney Bushnell asked why this program was not using the established Foundation Program with the CIAS.

A: M. Schweppe responded that the content from the foundations courses would be integrated into courses where students use 3D software to complete assignments. They will be studio classes will be in the computer lab.

Q: T. Policano asked a question related to the bridging of this program to the Master's of Gaming and can the BFA grades be admitted in GCCIS?

A: M. Schweppe said if they took many of their elective courses in IT or CS this might be an option. The two programming courses that are required in the program are designed to be a bridge other courses is CS and IT.

Q: P. Rosenberg asked why only 20 students are targeted for this program and not more.

A: M. Schweppe said due to resources and space available only so many can be accepted. If more resources are available, more students can be accepted into the program.

The question was called on the motion to approve the proposed BFA in 3D Digital Graphics from the School of Imaging Arts and Sciences and the motion was approved with 2 abstentions.

RETIREMENT PLAN FOR NEW HIRES

Judy DeCoursey distributed a handout updating the Senate on the retirement changes for new hires. The greatest concern in this arena is that Americans are not saving enough for retirement, including RIT employees. Statistics were presented and revealed that presently 136 employees (37 faculty and 99 staff) eligible for the Basic Plan are not participating. Three hundred people are not contributing to the retirement plan at all (includes the 136 mentioned). And 635 are contributing only 2% and 1,260 are contributing 5% or less. Legislation has recently passed that allows an employer to enroll an employee automatically in the retirement plan as well as automatically increase the contributions annually beginning January 1, 2008 in an effort to encourage saving for retirement.

J. DeCoursey said there was great success with the Fit for Retirement campaign in 2006 but there is need for improvement as many still hadn't either joined the plan or increased their contribution.

The automatic enrollment and automatic increase will occur yearly for all new hires employed after 1/1/08. Contributions will be invested in the Fidelity Freedom Fund and TIAA-CREF Lifecycle Fund with the target date based on the employee's date of birth. HR will automatically increase the contribution amount by 1% every October 1, beginning the Oct 1 in the calendar year AFTER the calendar year they are hired. Employees will always have the right to opt out or make their own election. The employee will have at least 45 days to make their own election before we implement the contribution. If the employee does not want to participate but missed all of the communications, they can receive a refund of their contribution amount plus or minus any gain/loss as long as they notify RIT within 90 days of the first contribution (IRS rule).

Q: Warren Koontz asked about the statistics showing those contributing at 2% or less, questioning if the individuals who already have retirement sources from another job have been excluded from this percentage?

A: J. DeCoursey said that is hard to figure out. We wouldn't know if someone had retirement income from another source.

Q: Abi Aghayere asked if the maximum RIT contribution is 10%?

A: Judy said for employees hired prior to 2006 it was 10% and for anyone hired beginning in 2006 it is 9%.

Q: A. Aghayere asked how many contribute 10%.

A: J. DeCoursey said she did not know.

Q: P. Rosenberg asked about after-tax savings opportunities.

A: J. DeCoursey said this is a good question. The Roth 403 (b) can be a great option, especially for younger employees. There are a couple of challenges: educating people on how to choose pre-tax vs.

after-tax and the systems issues, both at RIT and with the investment providers. It is something we will continue to review.

Q: B. Birkett asked about the employee contribution and when does RIT kick-in.

A: Judy said one year later.

Q: Ram Kumar asked if this includes the 2%.

A: Judy said yes.

Q: R. Kumar asked if HR has a total count of those participating.

A: Judy said there are 3000 employees and 300 are not contributing at all, so about 90% of RIT employees participate in the program.

RETIREE HEALTHCARE CHANGES

Patty Spinelli, Assistant VP of HR addressed the issue that a subset of the senators felt that there was not enough dialogue among faculty regarding the impact of the RMA for future retirees. HR thought they did an adequate job with this but that they recognize that more dialogue is needed in the future to assure that when feedback is being solicited, the Senate is fully engaged. RMA's may be a better tool but criticism was expressed that there was not enough dialogue to insure that the impact was understood during the planning phase. A Benefits Committee will be set up to oversee to facilitate such dialogues, targeting the issues of continued improvements and possible cost saving.

FAS 106 Accounting has changed and the liability must be booked.

T. Policano said that for the last two years there has been a crisis on the books and this affects our bond rating.

P. Spinelli said it affected everyone charged, which was millions of dollars added onto the costs. She indicated that we have made significant changes and continually look for ways to control our costs while still offering valuable benefits. The question is, what will healthcare look like versus the traditional model in years to come. While we do not know what the model will be in 30+ years when the employees impacted by this change retire, it is reasonable to predict that there will be a need for the cash value accrued in the RMAs.

Q: T. Policano asked, "Is it capping and what if healthcare costs go down?"

A: P. Spinelli said that she did not think people would have enough money saved in traditional saving vehicles for healthcare expenses in the future. RMA is one tool to provide savings to offset costs. In a sense RMA are "caps". RIT can predict the account balance provided to the retirees upon retirement and how the individual uses these funds are flexible to meet his/her needs both pre and post Medicare eligibility.

K. Waterstram-Rich mentioned the change was made to an existing population (136 people) and asked how this was viewed. P. Spinelli said they talked about implementation at several age levels, and that Watson Wyatt assisted HR with this effort. Ages 40 and 35 were not substantially different. Overall this had a significant impact on costs, amounting to millions. Thirty-five year olds have the most time to recover as they will work 20-30 more years and they would have other savings vehicles. People today are not saving enough so HR has been very active in helping employees to increase saving in our 403(b) vehicles.

Q: Tom Cornell said this is very helpful and given future changes it will be good to have more dialogue. Some colleagues don't know if they are affected by the recent changes. He said his concern is that coming to the Senate later in the spring quarter may not be the best timing as Senate agenda items increase at that time and recommended HR come in early spring.

A: P. Spinelli said that in 2002-03 HR had a scenario to manage costs and that they don't take making changes lightly. The possibility of Senate being engaged in dialogue is not contingent on the spring schedule. Waiting until next fall would not give HR enough time to respond to changes for the next year's benefits, but that we could engage in discussion that had impact into future planning cycles. It would allow for "what if dialogues". P. Spinelli said that HR Benefits have worked to better their communications and content over the last 10 years but could always improve.

Q: K. Waterstram-Rich asked if HR could offer an informational session for the 136 people who have been affected by the recent changes?

A: P. Spinelli responded that yes, this could be done.

Q: Amit Ray asked what the bottom line is regarding financial implications.

A: P. Spinelli responded that she did not know as she cannot predict what the healthcare insurance model would be in 2035 or 2040 but it was clear to her that even if there is a national model, or universal health care there will continue to be expenses and the RMA model will have value. Changes to the benefits will be responsive to the dynamics of whatever the future HC model (delivery) becomes. T. Policano added that he (A. Ray) is accumulating a lump sum for both himself and his spouse that can be used until death.

A. Aghayere commented that he has worked in private industry before and said that HR is doing a tremendous job in keeping our rates down.

P. Spinelli commented that she appreciated the dialogue and believes sincerely that the open exchange of ideas as well as concerns produces a better outcome for everyone and she and the benefits team are very committed to preserving a sustainable benefits package. She noted recent improvements such as STD and life insurance are examples of improvements. Judy DeCoursey and Renee Baker take this stewardship very seriously and P. Spinelli noted her appreciation to them for their work.

K. Waterstram-Rich thanked P. Spinelli and J. DeCoursey for coming today to have this dialogue.

DIVERSITY INITIATIVES AT RIT

Alfreda Brown, Interim Chief Diversity Officer gave a presentation today outlining the CDO priorities, CDO initiatives, Organizational Structure of Diversity, The Equity Scorecard Project, University Climate Study, Assessment of Diversity Programs and Services and other major initiatives. A. Brown noted that the goal of this department is to produce an integrative process and to have full engagement of all the campus in regards to diversity.

The Strategic Goal for RIT will be to facilitate a campus climate where the value of diversity and its importance in creating a sense of community is recognized and appreciated. She reviewed the objectives of this goal. The focus of the Equity Scorecard Project will be that RIT will recruit and retain a diverse population of students, faculty and staff and that RIT will continue to review and take appropriate action towards the systemic influences most likely to be perceived as enablers or barriers to success for women.

The organizational chart was reviewed showing Board of Trustees at the top level and every department and every division being represented on this chart. Alfreda hopes that all faculty and staff will be represented as well.

The three levels of accountability were presented. Level one is the senior executive Diversity Council chaired by President Destler, and consists of four VPs and the chair of the BOT Diversity Committee.

Level two is the Council on Diversity and Inclusion, chair of the CDO and this group consists of decision makers and diversity service providers, representing diversity across many levels. Level three is the Functional Partners Diversity Council, chaired by the CDO and this group consists of those directly responsible for understanding and assisting with the work of diversity in each college and division, and works with those appointed by the dean or VP.

CDO initiatives were presented, with the Plan of Works from 2006/2007 and going into 2007/2008.

The implementation of the Equity Scorecard Project was presented. “The Scorecard is a diversity assessment tool designed to foster institutional change in higher education by helping to close the achievement gap for historically underrepresented students.” (Bensimon, 2004). It is flexible in nature and promotes the development of institution-wide individualized improvement targets within colleges, schools and strategic programs. It is a cost-effective system and helps to narrow gaps for achieving equitable outcomes for historically underrepresented populations. The scorecard has three focus areas: recruitment/enrollment, retention and success/advancement here at RIT. Each college and division can determine their own goals and objectives. K. Waterstram-Rich noted that when one looks at the university scorecard that it will be looked at as a whole. A. Brown said she would encourage each Dean and VP to write a narrative. This is a directive from the President and Board of Trustees. In the spring this will be reviewed at RIT as a whole.

The question was asked if administrators are included in this survey and the answer was yes. It was suggested that the BOT participate as well.

The University Climate Study Committee has two new co-chairs, Bob Barbato of Saunders COB, and James Myers from CAST. This committee hopes to implement a study geared towards assessing the organizational climate versus a study to collect baseline data on race and ethnicity and will be benchmarked against other universities.

The assessment of diversity programs was reviewed along with other major initiatives that will be coming forth. In AY 2007/08 Peter Jemison, a Native American from Ganandogan will be our Martin Luther King Day speaker on January 17th. The RIT Trustee-Sponsored Diversity Day 2006: Diversity and Innovation will feature Frans Johansson on April 28, 2008. The Thomas Jefferson High School Career Conference will be held again and has been a pipeline for younger ones to get connected with RIT through brothers and sisters that have attended this conference.

Discussion and Q&A ensued.

Q: A. Aghayere asked what is the numeric goal that RIT is striving for with regards to cultural diversity, given the fact that President Destler has announced a 40% goal for gender diversity? He stressed the importance of having a number attached to the cultural diversity (AALANA) goal to enable us to measure our progress.

A: A. Brown said this will be part of the narratives that Deans and VP’s will include for their respective areas. Kit Mayberry said that President Destler made a challenge to see an increase of up to 40% more entering freshman women on campus in five years.

Comment: L. Quinsland said the U of R recently has done some aggressive recruitment.

Response: K. Waterstram-Rich commented that the U of R has a huge endowment and can recruit so many more.

Q: T. Policano said, in regards to A. Aghayere’s comment on having goals and numbers, if the scorecards are an evaluative tool, they should have summative and numbers as well. Absence of

numbers would make it less than substantial. B. Barbato added that the numbers do need to be there and they need to become part of our consciousness.

A: A. Brown said the baseline data is all numbers, quantitative in design.

Q: S. Maggelakis asked if AALANA faculty hired over the past five years has gone down.

A: A. Brown said we have not made a lot of progress and have lost some, so the retention of AALANA faculty has caused an adverse impact on hiring.

Q: Are we including adjuncts?

A: A. Brown said not in the actual numbers but they could be included in the narratives written by the Deans and VP's.

K. Waterstram-Rich thanked A. Brown for coming and presenting.

ADJOURNMENT: 1:50 p.m.

Respectfully submitted,

Eileen Feeney Bushnell

Vivian Gifford

12/07/2007