

Faculty Senate Minutes

February 6, 2019

Roll Call:

Present: Bosco, D'Amore, Updike, Stevens, Fenske, Thangaraj, Knights, McKinley, Rabelo, Engvall, Roberts, McCormick, Cutting, Tehrani, Topf, Gumb, D'Amore, MacPhee, Soto

Absent: Pearce, Emmer, Sawoksi

Guests: R. Cole, K. Rosengren, B. Williams, A. Workman

Announcements:

Faculty Senate received a thank you from Maia Farish during her season of loss; she appreciated the Fall motion

Want to recognize colleagues who did extra duty over break – Elections Committee – Thank you!!

Thanks for colleagues who served on Pres. Search Committee – as well as the additional committee representatives from each school who interviewed candidates in January L Robert Dermody, Andy Rhyne, June Speakman, Tony Ruocco, Gokhan Celik, Kathy Micken, Anne Proctor, Edgar Adams, John Schlinke, Charlotte Carrington-Farmer, Dahliani Reynolds, Chris Menton, Katrina Norvell, Minoo Tehrani,

Welcome back Al Cutting, who will serve 1 semester on the Senate for Autumn
Quezada-Grant who is on sabbatical

Report from Interim President Andrew Workman:

Last semester we talked about the budget; full report will be avail at next Senate mtg

Good news:

Retention is highest Fall-Spring ever! That is a team effort – thanks to faculty, Bob Shea, Student Life

Roger Seminar has been helpful in getting us to a good place

Budget cuts have been hard but revenue and expenditures have been good

These challenges are mimicked at other small colleges – it's not business as usual out there so thank you for pulling together

There was an early retirement program for staff that wrapped up in February; Arnold Robinson has moved on to a new position; we will look into ways to replace/reframe positions –

CPC is the brand of the institution and we have good numbers, we value experiential and engaged learning, and #'s show $\frac{3}{4}$ of students have some kind of engaged learning experience – 50% of last year's seniors did a CPC project – and we want to continue that.

As people leave we have to think about what the next moves are, what is best for institution, and that's how we make the decisions.

President Bosco: Can you tell us a bit about the Scott Yonan decision?

Workman: Usually we don't affect people who are student facing, but we have to make decisions with 800 full time employees, 500 part time, and we need to make sure we have people in the places where we need to have them. That wasn't a decision made lightly, nor part of the larger rounds of cuts in summer and early fall – looking to future to what the best constellation is for students to have

Senator Topf: Why was it reported it as layoff? – That signals against his will, and seems like a disservice to refer to someone that way

Workman: It was his term – we see it as a separation.

Senator Roberts: No disrespect to Arnold, but he's only been here 10 years – Scott Yonan was here 35 years and was a RWU grad. That seems like it's not the way we want to treat people.

President Bosco: Early retirement – as these decisions are being made is there discussion or thought about what effect this has on students? Many of those are front-facing.

Workman: It factors into everything, early retirement is about a band of people – then the replacements will be made as decisions based on concerns like student facing.

President Bosco: Some will be added back in?

Workman: Yes

Report from Acting Provost Robert Cole:

Winter probation, suspension, dismissal has been finished

We had 6 appeals of status, 4 appealed probation, 2 students dismissed

10 did not appeal – 1 was a dismissal, 9 were suspensions/hiatus

173 on Academic Management program: 3-3.5% students; they will get intense attention on how to focus on time management, academic success, tools to succeed

There are 6 faculty under pre-tenure review; 9 under post-tenure; and 12 seeking promotion or promotion and tenure

May 2018 grads are in the following places (see handout)

Gather data before and up to 6 months beyond graduation

67.1% are employed, 24.3% are continuing their education

94% of students are placed

Compared to national normed data – our % is higher than national

Only 5% seeking employment

We have a high confidence in this data, because of the high # of students we were able to get data from

Opened discussion with union about moving spring of 2020 semester up one week to shorten the winter session –

Looking at longer term moving commencement to the Dunkin Donuts Center – weather can be cold and rainy under tent; overflow is uncomfortable in the gym; students are restricted in the number of guests they can bring; lodging can be a hassle; ceremony ends and we don't have capacity to be hospitable afterward – just small gatherings that are underwhelming; families wait forever for tables to dine at in Bristol afterward

Lots of schools are doing this already, where lodging is not an issue; able to have pre-grad events, only a block from 1 Empire

4000 people come to Commencement – we could make it quite festive

May or may not happen in May of 2020

Semester changes are result of Dunkin Center only being available on May 9th in 2020; other years would be fine with the normal schedule.

Winter session is important because of the sections of Core Senior Sem; it's valuable for students – 10 days is not a lot. We did it 4-5 years ago.

Spring semester would start 1 week early, cut 2 days from winter session

Encourage you to come to MLK Celebration – dramatic reading of his s

Senator Stevens: would that change in winter session mean lengthening class time?

Cole: You need 250 student engaged minutes – that doesn't necessarily have to be sitting in class power lecturing ... maybe use study abroad as a way to imagine outside learning activities – this is a question of how much you can teach in 10 days

Senator Stevens: 12 is already tight. 10 is not ideal.

Cole: Wants to respect the purview of the union in having the conversation about the calendar

Senator Topf motioned to reorder the agenda to consider commencement discussion while Workman and Cole are present:

No objection

President Bosco noted that University Life has been tasked with reviewing declining attendance at Commencement school/college receptions.

Cole: Commencement has a strong symbolic value –maybe ask students what would make a post-commencement school reception of value; there are a lot of external pressures that get people moving on their way...

Workman: Don't know which way to go, but what we've seen with exception of SAAHP is decline, loss of luster, what can we do to make that better? Larger ceremony on quad? Don't want to spend money on things that have little meaning to people.

Senator Fenske: Parents come in to see student's projects at SAHHP and that's meaningful

Senator Topf: Parents have to be here 5 hours to get on, go through, and get off – after 5 hours you don't want just a cupcake; also it's advertised as a thing that happens after commencement – make it part of – integral to – the program; ceremony to include the ritual of exhibitions or events – come or don't come because that's how we advertise it. Make more dignified rituals attached to it, here or at the Dunkin Center

Workman: There is more natural flow at the Dunkin Center. At a lot of places it's steeped in ceremony.

Senator Stevens: Are we too big for one ceremony?

Workman: We are moving grad students out this year. Next step would be school based. Not sure we are there yet.

Senator Stevens: That could make a gathering after more localized, more inclined to stick around

Workman: We want the right balance

Cole: Took comments to Cabinet, and he and John King will come back with responses to the bulleted questions

President Bosco: Had discussed governance with UC; is there an update?

Cole: This upcoming Friday, we will put it on the Executive Session agenda

Motion:To request that University Life review the trend of declining student attendance at the post-commencement school receptions in order to make recommendations for improving attendance.

President Bosco removes this motion related to Commencement. University Life will follow up.

Update from VP of Enrollment Management and Marketing Brian Williams:

Provided a handout

Our current enrollment goal for the incoming class is 1140 first time freshmen and 90 transfers – offer admission to 7,500; we have enough applications to be reaching that goal! 86% acceptance rate

Trending pretty comparable to last year.

It's a different pool, 4% down, but:

- We are growing in RI - increased recruiting in RI,

- CT is up as well

- 92% of applications are actionable (complete)

- 24% applicants are students of color

 - being mindful of reaching out to under rep schools

 - Hispanic applications are up 17.6%

students who visited is extremely heartening – up 43.7% - and our best yields come from students who visit campus

For regional dinners we way up, and ASD registrations are 24% ahead

MA, NY, NJ account for 67% of the 4% that we are down

Growth for student of color applicants means white student applicants are down, and we may not have the same ability to yield from student of color applicants – so we are mindful that our strategies need to change in efforts to bring to RWU

Feb-Mar is the time for “yield” – we will ask you to reach out to students to message why students should choose RWU. Amanda Marsilli and a committee will determine events –

Through departments, any sort of outreach you want, we can deliver. Let us know if you want to call, text, email, facebook live – whatever ideas you have, we can make those happen, we will tailor strategies to program specific

Stories@rwu is a valid marketing email address – we need stories during this time, we need to hear from you about what is happening – through

this window, let us know about seniors who get jobs – we can push it out to admitted students in that discipline and leverage decisions into admissions process

If you want to do tailored accepted students days, we can do that – Architecture brings admitted students into classrooms – can add to admissions events schedule

A lot of great effort – inventorying what depts. want to do during this window

The deans have daily access to admissions acceptance and deposit activity – ask your dean what your numbers are and how you're doing. And you can ask Brian as well.

Senator Tehrani: Do new types of Open Houses have any impact on enrollment? Does this new format has anything to do with lower enrollment?

Williams: For every person who was concerned about the new format, there were people who appreciated it. We had a field house fair format so that students interested in multi- programs have time to do that – our overall percentage of applicants that visited campus are applying in HIGHER numbers –

The visitors themselves appreciated the format. There is breathing room to change the format slightly to suit needs of individual programs – tailoring, talk to Amanda Marsilli to see how we can fit in a dedicated session – the days are nimble enough

Senator Thangaraj: Do you think because of the lags, that that will have an impact on the number of rebates that we will have to offer to get students here?

Williams: Feels good about where we are. Have shifted tuition model; different tuition across schools; allowed us to raise scholarship offers to students as well. The concerns will come if it looks like we are falling under 1140 and the deposits aren't doing what we need them to do – if by 4/1 we are behind, then aid becomes a lever we can pull. We haven't pulled it yet.

We have a revenue goal and headcount goal.

We had 400 deposits last year between 4/29 and 5/2 – so the pieces are in motion until the very end

Senator Roberts: How much do other universities use that data to counteract our efforts?

Williams: Don't share with other schools if I give it to you; faculty involvement can outweigh those strategies.

Senator Tehrani: Used to get phone numbers of international business students. We used to call.

Williams: We are doing coordinated outreach – through Feb – will set up program by program. Some programs will call all of them, some won't. Last year, we asked if a student wanted a faculty member to call them. Your time is more valuable to a student who wanted to be called than making 50 calls and reaching 2 students.

Letters, personal touches matter- but with 8000 students, we won't make 8000 calls.

Tailored recruiting strategies

Senator D'Amore: This is an amazing array of options, and we so appreciate the efforts to tailor plans to department and school needs. How will the information be disseminated down through your office, the Deans, and the faculty?

Williams: Faculty Senate is first. Will present next week at Provost's Council, and then the Deans will know this too.

Senator Topf: Thanked Williams for that engagement

Senator McCormick: Is there a budget for those events?

Williams: We can find middle ground. Simple meals, things around the edges. For example, Society of Women Engineers does a lunch during ASDs. They built a video, they are communicating with students. They do a special presentation with female faculty. Honors does an honors luncheon. That's what helps a student see the campus they are joining. We want them interacting with faculty and students.

Motion to accept minutes from Dec (McCormick/Updike)

Approved 18-0-0

Motion to accept minutes of Executive Committee and Curriculum Committee, Board Liaison Report from Melton (Stevens/McCormick)

Approved 18-0-0

Motion to accept as FSCC motions as a bloc with the exception of CMSC380 (Tehrani/McKinley)

Senator Cutting: We have a course that overlaps with CMSC proposal

Senator Cutting: Friendly amendment to accept all except that one – CMSC 380 pending discussion

Discussion ensued about what happens when a motion is rejected by the Faculty Senate; whether it can stay put in the FSCC queue, or whether it has to be rejected wholly and returned to the originator.

Senator D'Amore - We should all be reading Curriulog proposals, and encouraging our colleagues to do the same, so that this isn't the first place where questions are raised about things like overlap.

Approved 18-0-0

Motion: CMSC 380 be held at FSCC level in order to have resolution at next FSCC meeting (Bosco, Tehrani)

Approved 18-0-0

New Business:

Motion to To commend Scott Yonan, who for his many years at RWU, showed a sincere commitment to all our students, their learning, and their well-being.

– (Bosco/Roberts)

(there was vigorous competition among Senators over who would Second the motion)

Approved 18-0-0

Senator Bosco: We need a Faculty Senate Committee to sponsor the next Happy Hour! Chairs – please talk with your groups about sponsoring the next one, where, when, etc - Jennifer Pearce worked on it as well. (Following meeting Lindsey Gumb, Chair of Faculty Development, offered to do this)

Senator Bosco: We have been asked to provide 2 faculty for the morale committee.

Discussion ensued about what the Morale Committee is. VP Soto noted that we received an e-mail about it from Interim President Workman on 12/4/18.

Motion to move into Executive Session (Roberts/Cutting)

Approved 18-0

Motion to Adjourn (Engvall/Cutting)

**Respectfully Submitted,
Laura D'Amore, Recording Secretary**

DRAFT