

# Rose-Hulman Alumni Advisory Board

## Fall Meeting Minutes

### Friday, November 6, 2020, 10:15 a.m.

### Virtual Meeting

- I. Call to Order - Kelly Noel called meeting to order at 10:15 a.m.
- II. Roll Call: Holly Kowalski. Bill Bess, Allison Bowman-Rogers, Gary Bullock, Jason Carlyle, Kameron Eisenhour, Steve Gillman, Greg Gotwald, Nellie Hohne, Matthew Iwema, Jason Karlen, Alyssa Lobo, John McClain, Chris Meyer, Kedar Murthy, Kelly Noel, Kali Nordquist, Dan Price, Mark Renholzberger, Nyle Riegle, Steve Schmitz, Dieter Schultz, Amanda Stapleton and Robert Stone. **Absent:** Jessica Toth. **Staff Present:** Brandon Zollner, Charlie Ricker, Katie Hoffmann, Steve Brady, Holly Kowalski and Jared Goulding.
- III. Approval of Minutes – Kelly Noel  
Robert Stone made a motion to approve minutes, Greg Gotwald seconded; motion carried.
- IV. Diversity Moment – Kelly Noel
  - a. As part of the diversity and inclusion moment, a document was shared with the board that Alyssa Lobo had sent. Kelly asked Alyssa to lead this discussion. This document came from Ryan Vande Water, class of '96. Alyssa stated that she read this several months ago and thought it was very good and Lilly, whom she works for, has been very involved in racial justice initiatives and she has attended several internal events, hearing perspectives from people who live this on a daily basis. This is a list of 50 items that talk about what it means when you're white and to have white privilege; things that you don't think about every day.

The book "White Fragility" was brought up at the last meeting and after reading it, there were questions in there that stop and make you think like when was the first time you ever had a teacher in school that didn't look like you? Was it elementary, high school, college, never? There are some authors that now include different ethnicities and races but for the most part, in America, the kids in books are white.

Think about where you live and your neighborhood. If you wanted to go for a walk in the dark, whether at 9 p.m. or 5 a.m., would you feel safe? Would you think someone was going to call the cops on you or threaten you? Would that ever cross your mind, just because it felt like you didn't belong? When you got married, was it ever illegal for you to marry the person you chose to marry? It's not been that long that some of those

laws were changed. When was the first time you were in a large group of people where you were the minority in the US?

There is a documentary on Netflix called 13<sup>th</sup> that Alyssa encouraged everyone to watch – this is the trailer for the program

<https://www.youtube.com/watch?v=K6lXQbXPO3I> Also, the United Way of Central Indiana has a series called “The Roots of Racism” which are about an hour long and cover topics of transportation, education, and financial security. Links for that series:

**Health:** <https://uwci.org/understanding-roots-of-racism-part-1-health-recap-and-resources/>

**Housing:** <https://uwci.org/understanding-roots-of-racism-part-2-housing-recap-and-resources/>

**Food Insecurity:** <https://uwci.org/understanding-roots-of-racism-part-3-food-insecurity-recap-and-resources/>

**Transportation:** <https://uwci.org/understanding-roots-of-racism-part-4-transportation-recap-and-resources/>

**Upcoming events - REGISTRATION REQUIRED** - Nov. 18 Education

<https://uwci.org/events/understanding-the-roots-of-racism-education/>

- Dec. 16 <https://www.eventbrite.com/e/understanding-the-roots-of-racism-financial-success-tickets-127766066745>

## V. New Business

### a. Diversity Committee – Kelly Noel

- i. Kelly stated this is a topic she has been talking a lot about but has not made a lot of official progress. When Kedar transitions into his role as President, this is something that Kelly stated she would take a bigger lead with.

### b. Awards Committee – Nellie Hohne

- i. The 2020 Virtual Awards went very well. Thank you to everyone in Alumni Relations for getting that done and making it special. They sent gift boxes to each of the award winners that had some Rose-Hulman goodies and things that Katie Hoffman specifically picked out.

Our Committee meeting was this past Monday where we discussed the 2021 nominations. We didn't receive as many nominations, but the caliber of nominations was top notch. A revised committee report was sent out and is included in the revised Board Book. There are three people that the committee is recommending in each of the different categories. Nominees range from an oncologist who does genetic cancer screenings to someone in Special Ops to a firefighter to someone who has graduated in the last 10 years and has six patents pending. So, there are several

wonderful nominees. Thank you to Katie Hoffman for putting together over 90 pages of information on each of the nominees that we received. This is a great slate of award winners this year. Kelly Noel made a motion to approve the slate of award winners for the 2021 year, Greg Gotwald seconded the motion.

Kelly asked Nellie to comment on the 2021 Award Ceremony. Nellie stated that it was discussed at the Executive meeting whether or not we should plan on a virtual ceremony in the spring or have a live event later in the year. From comments gathered, it sounds like it will be a virtual ceremony in the spring for many reasons. We'd like to get back on schedule and there are just too many unknowns at this time. If there is a Homecoming next year, there will be added events already and there just would not be time for an awards celebration.

- c. Open Board Seats, VP and Nomination Process – Kedar Murthy
  - i. There are two seats on the board that will open next summer, in the report it talks about the years. That process will begin in November like usual and interviews will be held in February.
  - ii. There is an opening for Vice President as Kelly Noel moves on and the process for nominations will begin in January. Board members can self-nominate, or they can nominate someone on the Board. Kelly Noel reminded everyone that the VP can only come from within our membership team. As a reminder, as you begin to think about this, the VP moves on to President and then Past President; it is a six-year commitment. Also, the forms have been updated to include diversity and inclusion experience.
- d. ARBOT Seat and Nomination Process – Greg Gotwald
  - i. There are three ARBOT positions that serve a three-year term, so this is an annual thing for us to elect a new ARBOT member. Timing is similar to the elections for members and the VP. We will start soliciting nominations and that will go through the end of the year. Brandon Zollner and his team, with input from Steve Brady, will collect those nominations and narrow down the top tier. Greg will then interview those top candidates and give a report to the nominating committee for discussion and then the slate of candidates will be brought forth for this group to vote on at our spring meeting. If you think you know someone that would be good to serve in this role, please nominate them.

VI. Staff Report – Brandon Zollner

- i. This will be an overview of what our staff has been doing over the past several months, since the August meeting. A lot of the spring/summer activity was pushed to the fall.

Virtual Homecoming 2020, Charlie Ricker is the point person for this event. For those of you who signed on, there was very positive feedback from this event. Rose was able to maintain engagement levels and introduced a couple of new things. There was a donation feature this year which helped offset costs and there was also a GOLD event. There were close to 1,200 registrations. There was also a 'Build Your Own Bonfire Kit' that everyone who registered received and there were many pictures on social media from this event with positive comments. There was a live presentation that evening with close to 1,900 live viewers and it was also on Facebook and some other social media. There were over 9,600 unique views in the first 48 hours. What Rose continues to see with the virtual content is that people sign on and continue to stay on, which is not the case for a lot of virtual activities that are happening right now.

Alumni Relations also put together Homecoming boxes to try and bring a little of Rose-Hulman to alums. AR had no idea how many people would want a box, but they sold like hotcakes. AR sent out singles boxes, couples' boxes, boxes went to the Board of Trustees and a special box was sent to the 50<sup>th</sup> class full of Rose-Hulman swag. The blanket was a very popular item and the pint glass had to be plastic because of shipping costs, but we do intend to go back to glass next year.

There was also a bonfire challenge on top of the bonfire kits that were sent out. This was in conjunction with Student Affairs to have student groups make their own bonfire as well as alumni groups. Building a bonfire on campus was not possible, socially distant and it violated some campus policies and rules but there was also a burn ban in effect in Vigo County at the time. Even if a bonfire had been possible, there would have been hoops to jump through to make it happen. There were many submissions for the bonfire challenge. Alums from Florida won the challenge and Speed 1 won the student challenge. Our facilities department built bonfire trophies for the winners – it is a miniature replica of the bonfire and the winners name will be engraved on the trophy. The alums trophy will be forever enshrined in the Alumni Center in Hatfield

Hall. This was a great collaboration between Student Affairs and Alumni Relations and Nellie Hohne helped judge these as a representative of the Board.

Rose Talks were launched. These are 'TED' style talks featuring faculty, permanent staff members or alums to give 12-15 minutes talks with Q&A with alums and alumni registrants and then an additional talk after that. The whole thing lasts about an hour. To date, there have been over 611 registrants. These sessions are recorded so if you happen to miss them, you can go online and watch. Mike Hatfield will be talking on November 11<sup>th</sup> about entrepreneurship and Dave and Kim Henthorn are presenting a Chocolate discussion in early December. Go online to register for these upcoming events and be sure to get your chocolate box for the December talk. This is a great example of virtual content. Rose Talks is modeled after Lightning Talks, which has been an on-campus event for a long time. The feedback received has been extremely positive. Katie Hoffman runs point on this program and sessions have been scheduled through May of next year.

AR continues to collaborate across campus; the Alumni Fee Waiver program launched on August 1. This is the first-time alums have been allowed to offer a fee waiver to potential applicants to Rose. This was designed to encourage early applications. The early application period is August 1 to November 1. AR partnered with Tom Bear and his team in admissions to roll this out. So far there have been 612 total uses; 386 of those from the Indiana campaign. Last year the enrollment from Indiana dipped slightly and so this is an attempt to get back to our previous numbers and there is also a focus on Illinois. The deadline has been extended to November 15.

AR will continue to partner with the Noblitt Scholars Program. This is an expansion of the Chauncey Rose Scholars Program named after Niles and Nancy Noblitt who just established an endowment for the program. AR will continue to do interviews for this program.

AR has also entered into an endowment grant where we're going to be launching an alumni mentor program. There are some funds now set aside for that and it will launch in December. Charlie Ricker has been sitting on a committee on campus to guide and direct the alumni engagement part of that.

The AR team has also been helping with COVID and surveillance testing and helping with the logistics of that, contact tracing, calling students and alums. There is a very robust effort on campus and the AR team has been helping with that. There have been quarantine care packages put together and given to students if they find themselves having to go into quarantine. Rose has put together a very robust program to make sure that students that are put into quarantine are cared for when they are in isolation or quarantined and that they don't feel lost or forgotten.

Looking ahead to 2021, there are some events that need to be figured out but nothing will be decided until January when there is a better feel to how things are on campus. The Alumni Awards, Commencement, the 50<sup>th</sup> Class and the 1970 Class and the 2020 Class all have to be decided on what events will happen and where. The 2020 Vision Tour was halted, and we will be looking at relaunching that program and also reopening club city engagement. AR is also working on virtual engagement metrics and looking what works, what needs to be expanded, and what should be eliminated or cut back and what can be offered as a hybrid experience.

b. Campus Update – Steve Brady

- i. Campus has continued to move forward but not significantly. Our new normal on campus is everyone is masked and it's one of the reasons we have been able to stay successfully face to face.

If you haven't heard, there is a new athletic field where the soccer field was. This is a new turf field that is all seasons. It is primarily geared toward soccer, but it will also be able to be used for lacrosse. It has a cork infield that decreases the temperature on the field 5-15 degrees, which is a big deal for our soccer team.

Our new academic building is moving along very well. Anticipated opening date is the fall of 2021. The exterior shell looks like it is done but the interior is still being worked on. It is on schedule and on budget, two things the President is very keen on.

There is now a frisbee golf course. This is something that was done over the summer. Student Affairs was tasked with coming up with something that students could do outside, socially distanced. This has become very popular and students are competing on a regular basis. It is a long course, so prepare yourself for a long walk.

The Noblitt Scholars has been announced and there are 81 students. Steve gave the Alumni Advisory Board a special “Kudos” for their part back in March/April when we had to scramble away from in-person visits to virtual visits. This was the Chauncey Rose Scholars that has transitioned into the Noblitt Scholars program. Niles and his wife Nancy are very excited about the program. We are working on a way to get them together online. The students are genuinely outstanding and we’re also using this as a way to fundraise for additional gifts to support this. Dr. Christine Buckley has been announced as the Director. She will be working with the students to essentially design what the Noblitt Scholars will end up being.

Mission Driven fundraising update. Right now, Rose is at \$213 million for fiscal year 2021. There was an estate gift that had to be backed out of the campaign but will be put back in that is about \$1.5 million which will put us at \$215 million. Rose is optimistic that we are heading in the right direction. There is a \$15 million planned estate gift in the works and there is another \$8 million planned estate gift. Each year there is about \$5 million brought into the annual fund and we’re expecting, hopefully, \$4 million from the Lilly Endowment. There is also another \$2.5 million in smaller gifts that should be completed by the end of November. That will leave just \$2.5 million for our gift officers to complete which is a doable number for them to achieve. Steve said he is cautiously optimistic but trending towards optimistic that Rose will achieve its goal. The concern is what will happen the year after. The need for the development team will not go away after the campaign. The team is good at continuing conversations but without being able to travel to start new conversations, this is a struggle. This is why Brandon and his team’s ability to do virtual events is mission critical for us because we are able to engage alumni from that perspective.

COVID-19. A lot of what Rose has been able to do, which is continue with face to face classes without any significant outbreaks, is simply because we’re fortunate for a number of reasons. One of those reasons is our size. A campus community about the size of 2,500 is manageable. Our location is another reason. Rose is not in an urban environment. Students are not taking public transportation to get to and from campus. The staff and faculty are very dedicated. Without a doubt, the one thing that has made our fall successful is the ability to test and contact trace our students. Rose has tested its entire community, all 2,500 faculty, staff,

students and contractors who are coming on campus to work on the new academic building. This is NOT an insignificant amount of time, resources or investment, but it has enabled us to not have any significant breakouts on campus.

There is a Rose Ready document online that basically outlines everything from CDC guidance to hand washing and face coverings to our travel policy for faculty and staff. If you're bringing a guest to campus, it is a how-to guide to manage COVID from a staff, faculty or student perspective. Even our attendance policy had to be adjusted. There is a whole section on building ventilations and HEPA filters in the classroom. There is a dashboard that tracks everything from the number of students, employees and contractors; how many are positive cases, how many are in isolation or quarantine, etc. This is so we can have a sense of how Rose is doing and compare it to the rest of the Terre Haute community. Rose has historically trended much, much, much lower than our surrounding community and Rose is very pleased with that and believe that what we are doing is working.

Steve thanked Greg Gotwald for his help in getting Rose connected with another alum who works in a testing facility that is providing all our test kits and performing testing for COVID since August. They helped with our back to school testing and have been just tremendous.

Each student, faculty and staff member were asked to sign a Rose Ready Pledge, which basically affirmed they would follow the rules, basically follow social distancing, not throw parties, and common-sense items.

Contact tracing, isolation, and quarantine. If someone tests positive, they are put in isolation and then they are contact traced by Rose-Hulman staff and those people that are at risk of contracting the virus are also put into quarantine. Rose acquired several spaces, such as Sharp Flats, Ashton Development, the former Tri-Delta House on campus and the Holiday Inn Express, Rose has an entire floor that has been closed for our use. Rose has made sure they have wi-fi capabilities and they also have a support coordinator. Rose is trying to make sure that their separation from school is as manageable as possible. This is a less than ideal situation, no one likes it. But again, this is why Rose



is successful, the threat of a student missing classes is a very real threat and something that is taken seriously.

Students have been encouraged to have a 'go bag' at the ready. A student should be ready to grab their bag, get in their vehicle and go to the quarantine location assigned to them or if they do not have a vehicle, public safety will pick them up and take them there. In many cases, public safety is going into their room, grabbing their bag and taking it to them. Rose is trying to make them comfortable, but it is a challenge, and this is why Rose is monitoring this situation closely.

The student experience is something that everyone is curious about. Dr. Sarah Summers gave a great presentation on how hybrid learning works at Rose-Hulman, which was also in the Homecoming video.

Athletics is also something that everyone is very curious about. Basically, all of our fall sports have been postponed. Volleyball will start in January/February; football and soccer will be in March/April; women's golf and tennis has moved to the spring and the goal remains trying to give our athletes as much of an athletic experience as possible while remaining safe. They are following all NCAA and Heartland Collegiate Athletic Conference guidelines. The president is part of a group that is discussing the safest way to return to inter-conference play. The updated schedule can be viewed on a newly redesigned Rose-Hulman Athletics webpage ([athletics.rose-hulman.edu](https://athletics.rose-hulman.edu))

Steve stated that Kelly was remiss in that the Diversity Committee has been helping with the Diversity event that is coming up next Thursday. It is a phenomenal diversity panel with three alums being interviewed by a student. The panel will be Dr. James Stewart '69, Honorable Robert Wilkins '86, and Tonya Combs '01. Here is a link to the teaser video [https://youtu.be/yAGJkE3K\\_d8](https://youtu.be/yAGJkE3K_d8)

Q. Bill Bess asked if there was any government grant money to help cover COVID expenses?

A. Steve stated that there was money received from the initial CARES act. There was \$2 million but half of that was passed on directly to students, we were just a clearinghouse for that.

To give you a sense of the cost of testing, Rose is currently in a testing pool, which is four individuals per test and that test is about \$100. But the first few rounds of testing when school started were individual tests at \$100 a test for about 2500 people, which ended up being about a quarter of a million, this adds up quick.

Campus right now looks like plexiglass city. The cafeteria has been depopulated with the number of tables, but in those tables there's plexiglass dividers. If you can read lips, you're at a pretty good advantage, but it is hard to hear. The amount of Plexiglas across campus was not insignificant.

I think I mentioned that we have HEPA filters in almost every classroom in order to help with airflow and purification of the air. There has been a tremendous increase in expenses but when compared to the revenue lost at the end of last year, this has been a smart investment on our part. Yes, there was money received but Rose did not make any money from the government.

Q. Bill Bess asked if there were any new developments on the property across the road?

A. Steve stated that is where the Frisbee Disc golf course is located. The cross-country team has been running on that property. There have been a number of conversations with developers and other people who are interested in some of the property. The President is keenly aware that we need to transition that property from a liability to an asset. Civil Engineering also has a lab over there.

Q. Steve Schmidt asked if Rose is providing any mental health services to those in isolation/quarantine? When his family had to go through that, it was very difficult.

A. Steve replied this is one of the primary goals of the quarantine coordinators. The coordinator is expected to check in every day, at least once to ask, how are you doing? How are you feeling? There's a whole other set of rules that the student is following from a health perspective in that they are checking their temperature and reporting any changes in their symptoms, if they have any. The mental health capacity piece has really been pushed onto the coordinators to track that and make sure that somebody is checking in with them. This is something that we're going to struggle with. Rose has seen an increased need for mental health regardless of COVID.

Our mental health has been able to switch to telehealth for when students have had those challenges. There are some resources available to them. The last piece that I'll mention is we have encouraged anybody who lives within 200 miles of Rose to consider just going home for that period. Just because we know that they'll have a stronger network of support than staying at the Holiday Inn. Kedar Murthy also asked how they get their meals and Steve replied that is done through our provider, Bon Appetit. That is also where the quarantine bags have come into play. Those have some cans of soup, bottles of water, aspirin and other miscellaneous items to help them survive quarantine.

Greg Gotwald added that Rose is looking at insurance to help recoup some of their losses. Greg also mentioned that the alum that runs Ethos, the COVID testing lab, said in a text message that Rose has one heck of a testing program in place compared to other universities.

VII. ARBOT report, fall meeting – Jeff Papa

- i. Jeff stated there is more detail in the report in the board book, but the board had an abbreviated meeting compared to normal Board of Trustees meetings. Some of the highlights: Rose is ranked #1 again by US News for the 22<sup>nd</sup> consecutive year. The class of 2024 enrolled 547 students and out of that 36.8% were historically underrepresented, 26.5% were female, and 53 had perfect SAT/ACT scores. Steve spoke on the Noblitt Scholars, but Lilly also gave \$1 million to support first year recruitment and retention.

The report mentions some revenue figures from this year and last year and the deficit projected for fiscal year 2021 is \$0, which includes the rainy-day fund draw of \$2 million and a freeze on employee retirement fund which amounts to \$3.9 million.

Enrollment hit some records in terms of underrepresented communities: 35 Asian, 33 Black/African American, and 34 Hispanic.

The endowment from June 2019 to June 2020 went from \$218 million to \$226.7 million, a 3% investment gain which equals \$6 million and the update that was given on 9/30/20 puts Rose at \$234 million.

The Fall 2021 discount rate is 56% and Tom Bear talked about reaching a goal of 53% discount by 2025 with a goal of 620 first-year students. That is a big increase in enrollment and some of the things needed to achieve that are increase the number of applications. The normal number of applications is 4500, that will need to increase to 5500. The focus needs to be on a national draw and lessen the dependence on both regional and international students or shifting recruitment to other international areas and looking solely at China.

That model is built on no tuition increase for 2021 and a 2% increase thereafter each year until 2024. In five years, tuition plus fees would grow from 8.1% from \$50,600 to \$54,700. Total undergraduate enrollment would grow to 2,300.

And a part of that additional rainy-day fund draws of \$2.4 million for fiscal year 22 and a total rainy-day fund draw in years 21-23 of \$7.5 million using capital reserves of \$2.5 million in conjunction with cost management measures of \$2.25 million.

The Academic Affairs Committee noted that a grade of D, W, or F in a student's first math course is a significant factor who stays for sophomore year. Rose's overall retention is 89.9% but it drops to 65% for students receiving a D, W, or F in their first Rose-Hulman math course. Rose is making a concentrated effort to intervene.

There was also a lot of talk about the 3+1 program, trying to get an undergrad master's degree in four years. On that, the typical freshman that arrives in August brought 27 college credit hours with them. There are two changes that would need to happen: 1) some courses need to be able to count as either graduate or and/or undergraduate credit 2) students would need to be enrolled as undergraduates and graduates at the same time. The first point has been considered by the relevant committees and approved and the second point is in the process of being shared with faculty for consideration later this year, likely in November.

Then there were some demonstrations from two professors of what they have been doing during COVID time with some online and hybrid solutions to save costs and deliver content.

Q. Kameron Eisenhour asked if the intent is to grow Rose larger in the long run? Is the size going to grow to 5,000?

A. Steve Brady said that Rose is not situated to handle 5,000. The is to get back to 2,300. The academic building was built with the premise of getting back to that number. Rose is working on the calculations now to make sure that we have the appropriate resources for this size of class both from faculty and staff perspective.

Q. Robert Stone asked how much housing is available on campus today?

A. Steve commented the way housing is viewed is based on the percentage of occupancy and for the last six months that has been a challenge. Because of COVID, students were encouraged to purchase a single. The percentage of on-housing campus has been decreasing. One of the things that has been tracked to is the increase in population of international students moving off campus their sophomore year. When Rose had 580-600 freshman, that wasn't an issue but when that number dropped to 500 that decreases the pool and the funnel continues to be a challenge. There have been no conversations about adding additional rooms but there have been some talks about renovating or replacing residence halls.

Q. Robert Stone asked what the capacity was pre-COVID – students not rooms?

A. Steve Brady replied that the usual number for our residence hall capacity is approximately 1,200. Right now, it's at about 1,150.

#### VIII. Committee Reports

a. Executive Committee – Kelly Noel

- i. Just a reminder, full committee reports are in the board book. No updates from the Executive Committee.

b. Board Nominating – Kedar Murthy

- i. Board will be focusing on diversity.

c. Awards – Nellie Hohne

- i. Updates were shared during the new business section of meeting.

d. Career Services – John McClain

- i. No updates but Jared Goulding, Employer Relations Manager and Career Advisor, is joining us for a brief update.

Jared commented that Career Services moved to a virtual career fair for the first-time last spring. We used a different vendor and had to scramble to even find vendors that had the capacity to handle what a normal event would entail for us. We chose one that we thought gave us the best chance and there were some challenges with that. After the spring career fair in April, we started considering where could we go. Thankfully, Handshake, which is the primary platform that Rose Hulman uses to be able to connect students with potential employers came up with a virtual platform for a career fair. In order to keep students in one place, allow them to not have to learn another site and way of interacting. We thought that handshake would give us the best chance to have the type of engagement that we've normally been expecting.

Going into the fall career fair there was some consternation as we saw the number of registrations that were coming out. We realized that the number was not climbing to that 200-250+ plus that Rose normally sees in the fall. Career Services sent out a poll to all of the past attendees who had not yet registered to get a sense for what is happening out there in the market. Based on what we learned, 79.2% of companies were planning to attend fewer fall events in 2020. That was a surprise since everyone was moving to virtual. Part of the expectation was that they would be going to more. Jared posted an article on what occurred at the fall career fair (<https://www.rose-hulman.edu/news/2020/virtual-events-bring-career-grad-school-opportunities.html>).

There were 143 companies that chose to attend and over 1,250 students were engaged. That engagement comes in two separate ways. A company can set a schedule for up to 100 individuals at that company to be in a 10-minute sub-interview for 5 straight hours OR they could plan an unlimited number of group interviews for 30 minutes. Potentially, we're talking about 1,000's of options in terms of engaging a single student or groups of students. The wise companies were the ones that did not schedule back to back to back 10-minute interviews.

Career Services really tried to make everyone understand this was like a speed dating event. This is not a full interview, convey important points that can lead to an actual interview. Getting interviews afterwards was at the company's discretion. Students did register for 10-minute time slots with different companies. Students were able to register for 30-minute info session slots and plan out their five hours. It ended up working out better than it did in the spring. Students were not waiting in a room wondering whether or

not anyone was going to talk with them; they knew exactly what was going to happen. The wise students also planned time between their one on ones to interact with companies.

Rose has continued to reach out to its partners and contacts in industry to get a sense for how things are looking moving forward. There has been an uptick and we have over 4,500 jobs posted in Handshake; it was down to under 1,100 when the bottom fell out with all the COVID shutdowns that occurred. We anticipate a larger winter career fair because companies are planning after the first of the year to get into their recruitment at that point. The fall career fair, given the limitations that we all had to deal with, went very well. Interviews and conversations are continuing, and we look forward to continuing to support students through the process.

Matt Iwema thanked Jared and his team on behalf of Lilly for all their hard work during a difficult transition.

e. Student Recruitment-Dieter Schultz

- i. The recruitment team will continue to support and assist with any upcoming initiatives as those develop or continue with the ones done in the past such as the greeting cards or the 'day in the life of a Rose alum' video.
- ii. The one update that was in the Board book was about the Chauncey Rose Scholarship that will take place again in 2021 and this program will involve alumni interviews of our perspective students. Just for clarification, The Chauncey Rose and Noblitt Scholars. Is this the same name? If the name is changing, when does that go into effect?

Steve Brady replied that the name was the Chauncey Rose Scholars and is now effective, technically in July, the Noblitt Scholars. The programming is the same, but we were able to get a donor to endow that program. So, it is set to move forward.

- iii. Dieter also mentioned that the Alumni fee waiver was mentioned earlier. A few metrics to share are that enrollment for 2020 was 548. 2021 applications are up. Early application numbers specifically were almost 2,800 compared to 2,700 the year before. That's about a 4-5% increase with that significant increase coming from Indiana. Linking that back to the alumni fee waivers in Indiana that was up and there may be a little correlation there.
- iv. A few other efforts that are coming through. Profiling some of our graduates who are now employed in the medical profession as

doctors, surgeons and medical school faculty, just helps promote that pre-med curriculum.

- f. Young Alumni Committee – Matthew Iwema
  - i. Update provided in the Board Book. Just a shout out to Kameron Eisenhower for some of the ideas that are listed, thank you.
  
- IX. Old Business – Kelly Noel
  - a. Upcoming meetings
    - i. The upcoming meeting dates are listed on your agenda. The 2021 spring meeting, similar to Awards, at a minimum, expect there to be virtual options.
    - ii. Kedar Murthy stated that the summer 2021 meeting was going to be in Boston but we're going to wait to make that final decision March 1. At that time, it will be decided whether it will be closer in the Midwest where it will not be a burden to travel to or it will be in Boston August 21. It will still give people plenty of time to make travel arrangements.
  
- X. Adjournment – Kelly Noel
  - i. Kedar Murthy made a motion to adjourn meeting, Robert Stone seconded, meeting adjourned at 12:15pm EST.