Rose-Hulman Alumni Advisory Board
Summer Meeting Minutes
Saturday, August 1, 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: Katie Hoffmann. 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, Robert Stone and Jessica Toth. **Absent:** Bill Bess **Staff Present:** Charlie Ricker, Katie Hoffmann, Steve Brady and Ryan Brimberry.

Kelly Noel asked that sponsors introduce new board members and welcomed them to the board. Dan Price introduced Amanda Stapleton, Matt Iwema introduced Kameron Eisenhour and Dieter Schultz introduced Steve Schmitz.

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, Kelly shared a video and asked everyone to read President Coons statements that are on page 8 in regard to race inequity and ICE guidelines. These are also posted on the campus website. Discussion took place after the video. Link to video - https://youtu.be/oKtALHe3Y9Q

V. Campus Update – Ryan Brimberry, Associate Dean of Student Affairs
a. Steve Brady introduced Ryan Brimberry to the group. Ryan stated that his new roll started in January as the Dean of Student Affairs, which has been a great position to transition into and am looking forward to working with the Board.

Ryan stated that communicating and interacting with students since March is being done online and is a lot different. Rose-Hulman thrives on individual personal attention and connecting with students face to face; obviously, this has been a lot different. This is the new normal for now and Rose is making it work; our students are amazing.

Following is a recap of how the exit was on campus in the spring. It was pretty abrupt with a lot of moving pieces. There were 50 students who

remained on campus who were either international students or who lived in hotspots and were unable to go home and a few with no internet connections. Our RAs and SAs are the heart and soul of campus and did an amazing job of staying connected with those students.

There were some trivia nights with Marc Pardee, a Rose alum '11, who did an outstanding job with the faculty/staff trivia night, but also hosted one night for alumni with over 300 alums. There have been numerous Zoom hangouts and our floor activities continued virtually. The Health and Counseling office had a lot of hoops to jump through but have remained connected to those students who need assistance.

The Career Fair went virtual and went so well that there were even some Purdue folks who sneaked in to try to take advantage of it. Scott Tieken and his team with Career Services do a wonderful job of keeping things up to date.

E-Sports - this is their time to shine. There has been talk for a long time about getting more involved with e-sports. Our intermural director, Brady Cole, and Kyle Rhodes in the Student Affairs office came together and provided some neat opportunities for our students. There is an e-sports arena on campus.

Awards for campus moved online. Unfortunately, there was a bit of an increase in our academic misconduct. Our housing numbers were at a four-year high.

Withdrawals during spring quarter dropped when you look at a snapshot of our five years including COVID. There was concern over the impact that would have but in our five-year history, Rose is actually at a low with the number of withdrawals. Remote learning did experience eight people withdraw due to having to go remote.

Campus leadership continues to do an outstanding job and has talked through numerous scenarios and is constantly evolving. Current numbers for our incoming class are on target and Rose is pleased with where it stands: 511 domestic students and 59 International students. International students are the biggest unknown at present. There is still a lot of work to be done with visas and having a plan to get those international students here sooner rather than later.

The return to campus is going to look a lot different when students arrive. Campus leadership has done an outstanding job of mapping out how it is

going to look and how repopulating is going to happen. Testing is still one of the hot topics and how it is going to unfold. Currently, the plan is that every student coming to campus is going to have to provide a negative COVID-19 test result before they are able to come to campus and it has to be within 72 hours of arrival. There are a lot of questions and concerns by students and parents about testing availability and turn around time. Rose is providing a mail-in option that will be coordinated with a group here on campus headed by Health Services. The kits will be mailed to the student and our health services office will be available for Tele-Medicine. The student will take the kit, do the nose swab, our health service team will watch them administer the test and then the student will put the swab back into the kit and it will be mailed. Rose will have the results 24 hours after it has made its way to the testing facility. The mail-in option will probably be largely taken advantage of due to difficulty of availability of other options.

Any student traveling back to the United States or any of our international students will have to quarantine per federal regulations for 14 days before they can be involved in campus activities. If a student comes straight from the airport to campus, they will be able to quarantine on campus for the entire 14 days. They will be isolated in their room, meals will be brought to them and around day 5, they will be administered a test by health services. Due to federal regulations, even if they have a negative test, they will have to stay in the room for the full 14 days.

During the fall quarter and beyond, Rose will be conducting surveillance testing. At the beginning of a quarter, and if we move forward with fall breaks, and anytime that there may be more traveling, surveillance testing will be increased. It will be random and will involve students, faculty and staff and it will be done five days a week. There are also travel guidelines that will need to be followed by students, faculty and staff.

Daily monitoring will be required by all students, staff and faculty. They will be provided with a thermometer and there is an app that Ventures and EIT developed where they enter their daily temperature and take a screenshot of the thermometer and answer a list of questions. If you answer yes to 2 or more of the questions, it is red-flagged; or if your temperature is 100.4 or over, it is red-flagged as well. Right now, discussion is taking place on how to get students on or off campus to do this daily, but this is what Rose will be doing for the fall quarter. The goal is to avoid anyone coming to campus with a fever or some of the symptoms.

Face masks will be required throughout the entire campus. If someone is in their office alone or students are in their room alone, the face mask is not required. There have been rumors of potentially not having to wear the mask outside if properly socially distanced but as of right now, it is required. Three washable face masks will be provided to students, staff and faculty and some of the surgical masks will be available as well. In the dining hall, the mask can be removed while eating but will be required when entering, getting food and leaving. Social distancing at 6 foot. No hand shaking or hugging.

There will be three different academic offerings available to students. First, traditional face-to-face in class meetings at 50% capacity, proper social distancing and face coverings. There will also be some additional options for our instructors and professors - plexiglass and face shields. Second, there will be some hybrid courses, a portion being face-to-face and some being online. Third, there will be a limited number of fully online courses offered. Obviously, Rose is still working with our international students and developing a plan for them if they are not able to get back into the states.

Building ventilation has been a hot topic and our facilities team has done a great job assuring that Rose provides proper ventilation in all of our spaces. This is a top priority.

Move-In orientation will have different options for students this year. It will be staggered over two days for new students on Saturday, August 29 and Sunday, August 30. Students have to sign up for an hour block and can bring two guests with them. This will limit the number of people on the floor at one time. Upper class students can arrive on Sunday, August 30 in the afternoon – they have to sign up as well. All individuals will be checking in at a certain location and getting temperature checks. Once approved, they will be allowed to enter the hall to move in. There will be an early move-in option for those students living in the State of Indiana or within a 50-mile radius of campus. This will be by appointment. Residential life is going to look different. There will be a maximum capacity of two per room. Housekeepers will NOT be entering the residence halls rooms to clean or collect trash. Students will set their trash can by the door. Linens will be provided but will NO longer be changed by housekeepers. There will be scheduled pick up and drop off times for linens. Students are only allowed to have one guest in the room at a time and no overnight guests will be permitted. No new lofts will be permitted to be built at this time.

All dining service locations will be open and social distancing will be enforced. Plexiglass will be installed on tables in the dining hall. Dining hall will be able to hold 250 students. Faculty dining room will hold 90 and the Kahn room will hold 60. No self-service. Staff will be serving food as students walk through line and it will be one-way traffic. Students will also be able to pre-order food on an app.

As mentioned, there is a quarantine/isolation plan in place. Rose has also secured locations at old Tri Delta/International House, Sharp Flats and Ashton Development so that if a student contracts the virus, Rose can act swiftly and will have a place for them. Those units will be fully stocked with toiletries and bedding. There will be a student affairs member assigned to each student who is quarantined or isolated to make sure they have what they need. Health services will be in constant contact with them. Our first recommendation is that any student who is diagnosed with the virus and lives within four hours of Rose-Hulman return to their permanent home residence but if that is not an option, then these units will be available. Our health services and student counseling services will be offered both in-person and by telehealth.

Greek life will look a lot different too. No registered social events at chapter houses until further notice. Rush is going to look totally different with a lot of virtual events. We are not sure if it will be able to take place in the fall or if it will need to be pushed back to the spring. There are still a lot of questions being addressed in the Greek area.

The SRC will be open by appointment and may open up a little more when testing has been completed. Equipment will be spaced out through the entire fieldhouse. Some equipment will be shut down completely to ensure distancing is happening. Intramurals and club sports will still be offered but in a capacity that is safe.

Clubs and organizations are still going to be able to meet but will have to follow social distancing, masking, and group size guidelines. Meetings should be online when possible.

The HCAC unanimously voted to modify what athletics are going to look like for the time being. Football and soccer, both men's and women's, and volleyball seasons will be moved to the spring. They are still ironing out the details of what the schedule will look like, but conference games will only be in the spring. They will still be able to get together and practice this fall. Our cross country, golf and tennis will be competing this fall. Swimming will go ahead as planned this winter but with social distancing.

Basketball is still under discussion. Baseball and Softball are still scheduled for the spring but there might be some opportunities for games in the fall. Track and field are still on hold for now.

Q. Can you clarify how students will use Common Spaces?

A. Facilities has gone through the academic common spaces and moved furniture, placed signage where furniture cannot be moved and proper signage to encourage social distancing has been placed. No area is going to be completely shut down, but signage will be placed.

Q. Gary Bullock asked what guidelines and policies are being implemented to safeguard and mitigate threats to confidentiality, integrity and availability of health-related data and information?

A. Ryan stated that this is not his area but that Jake Campbell, Senior Director of Health and Safety, and Andrea Basinger in the Health Services Department have a plan in place when there are positive cases or when conversations need to happen. There are steps that will be taken.

Q. Matt Iwema asked how group project work will be done?

A. Steve Brady commented that zoom calls, face to face masking, and face shields allow people to get closer than the six feet social distancing. It's not going to be pretty but there are ways for students to closely interact in a lab or group project. Students who are comfortable with skyping and zooming, facetime will continue to use that. Sophomores, Juniors and Seniors all used that during the last spring quarter.

Q. During quarantine a student will have their own restroom but how will food be delivered?

A. The food service provider is going to have a survey that they will send out 24 hours in advance and the student will fill out based on the menu. Orientation leaders are going to assist us in delivering those meals. Any student in quarantine will get to order breakfast, lunch and dinner and it will be placed outside their door.

Q. Allison Bowman-Rogers asked if there is a plan in place in the event of an outbreak if Rose reaches a certain threshold of positive cases?

A. Steve Brady said the goal is to remain open and have face to face classes but in the event that there is an outbreak, Rose does have

a plan in place if a shutdown happens again. Faculty have built their classes so that if they have to move to virtual, they are able to do so. Rose is working closely with the Vigo County Health Department to keep a close eye on cases and where they are and how it will affect campus.

Dr. Stamper is working with a group on testing which is to keep an eye on campus for outbreaks with students. Rose will address it early, track it and contact trace it and hopefully not allow it to spread.

Q. Jessica Toth asked if there was a plan to eliminate the standard test requirements? Larger institutions have been public about removing that requirement due to restrictions or reduction of number of testing sites and it creates a question as to subjective versus objective admittance.

A. Steve Brady stated that Rose is reviewing that for 2021. Tom Bear, VP for Enrollment Management, is the expert on that and with the inability to take SAT's and ACT's, it is putting our enrollment management team at a disadvantage. Dr. Bear always shares that Rose is not alone in this – so is Cal Tech, MIT, Purdue, etc. They all have the same challenges of having perspective students not taking the SAT's and ACT's. From an Alumni Relations perspective, we recognize that our students are having a different experience and we are going to need to see how that is going to impact their adventure as an alumnus in the future. Rose will do the same thing with our students and watch how this impacts their education.

Q. John McClain asked what is the mix of international students? Are some going to be able to arrive sooner?

A. Ryan Brimberry commented that international students were asked to arrive by August 12. Some students reached out and asked if they could arrive by August 8, which Rose was able to accommodate. Rose suggested they all arrive by August 12 so that the 14-day quarantine period would align with rest of campus populating and they could take part in orientation. Rose is working with those students that may have difficulties with visas.

Q. Dieter Schultz asked since sports are a large participation percentage of student body and often strong recruiting mechanism, are there any thoughts placed on the impact of cancelled,

postponed, limited capacity on Rose itself but also other schools within the HCAC?

A. Steve Brady said the short answer is yes. The long answer is that Rose did not want to postpone, cancel or limit any of our student participation in athletic conferences but Rose is also up against the simple challenge of overcoming the idea of sending 100 football players to another school to play a high contact sport and put those students back in the classroom on Monday. The NCAA also came out with a series of expectations for all schools that are going to participate in varsity athletic sports, which required a tremendous amount of testing, and for Rose to do that, it would have been a significant financial burden. As I understand, the conversation between the HCAC athletic directors and presidents, these schools rely on athletics as a recruitment tool and nobody wants to get rid of it but also recognize that it would not be smart to continue to move forward without some consideration. Again, Rose is using the term postponing, not cancelled, with the hope that Rose can have some football games in the spring.

Q. Dieter followed up by asking how does Rose prevent creating a gap in recruiting for the enrollment of Rose in the next year or two?

A. Steve added that the challenge remains equal to many schools like Rose. There are not many students who are trying to decide between playing football at Rose and football at Purdue and getting a mechanical engineering degree. If Purdue wants to play football, the big 10, that's not really going to impact Rose very much. It's the smaller schools that Rose is competing with and most of them have restricted or cancelled their sports. The conversation where the conference was moving away from having the competition allows us to compete better for a student next year from a recruitment perspective. Part of the Rose experience is very much athletics. 40% of our students are varsity athletes but there are 70-80%, maybe even 90%, participate in some type of intramurals and Rose is not going to be able to just switch those on and off.

Ryan Brimberry added that Seth and his team put together a document on how to offer some traditional sports in a safe manner. It is going to look different, but they have been creative with coming up with ideas such as disc golf. Disc golf is portable, can be played outdoors, can be socially distant and face masks. There will definitely be some intramural and club sports, but they will look different this year.

VI. New Business – Kedar Murthy

a. **Update to the Constitution**. There were two major updates to the constitution. First, eliminate the annual meeting during Homecoming for alumni, which over the past several years has not had very good attendance. Second change was to reduce participation from three categories, which included graduates of Rose-Hulman, honorary graduates of Rose-Hulman, and non-graduates, which are people that attended the University for two years or more. We eliminated that category and said to become a member of the Alumni Association board, you have to be a graduate of Rose-Hulman or an Honorary graduate. Those are the two major changes and Kedar asked for a vote to approve.

   Kelly motioned a vote in favor of modifying the constitution. Nellie Hohne seconded. Motion passed.

VII. Staff Report – Steve Brady

a. All of institutional advancement, alumni relations, development and advancement services are all continuing to work remotely. We did roll our Class of 2020, 471 graduates into the Alumni Association. Our current alumni population is 17,791.
b. Alumni Relations has had to make significant adjustments for COVID but overall, Rose has done a tremendous job and is leading in areas where other schools are struggling. Rose has transitioned quickly to virtual online events. Alumni have had a number of regional happy hours and an alumni trivia night, which had about 300 alumni participate. We also started doing professor talks in Ted talk style. Last week Dr. Nolte and Dr. Chapman gave 10-15-minute presentations and then broke off into chat rooms. From surveys received from alumni, and particularly with our GOLD graduates, the transition to online events is working really well and we are receiving positive comments.
c. Homecoming 2020 has moved to a totally virtual format. Homecoming will focus on having a bonfire activity of sorts. Partnering with Student Affairs to see how that will turn out because even that is a challenge. Alumni Relations is working on class reunion events and having video conferencing for those classes to be able to celebrate with classmates. This will be spread out over the week, possibly on weeknights due to more success than on weekends. Alumni will still have to register so that we can track those events.
d. 2020 Alumni Awards will be a virtual event in the fall of 2020. Alumni Relations and committee still working and moving forward with that and

with awards program in March or April of 2021. Trying to avoid the concern of stacking these events on top of each other and having a four-hour awards program.

e. At the end of June, Rose had a Day of Giving and it was very successful. Attitude of Gratitude is usually held in April or late March and is geared towards teaching our students the impact of alumni gifts on their current education. At the end of June, Rose had $360,000 donated on our Day of Giving by 462 donors. That sounds like a huge amount of money, and it is when compared to the last few years of the Attitude of Gratitude fund raising. Steve cautioned that what happened is donors changed the date of their gift. The most common and significant type of donation was made to scholarships, the Rose-Hulman general fund and the COVID-19 relief fund.

   Greg Gotwald reported that on the Day of Giving, 11 members contributed. As a reminder, one of the expectations of being a board member is making a financial contribution. It is meaningful and the board does not have a set number; the board understands that everybody has different capacities. The board does have a goal of 100% giving but didn't quite get there this year. Hopefully in the coming year, our goal will be met. Again, thank you to those who participated.

   Steve Brady added a quick comment about the campaign. Rose has over $208 million towards the $250 million goal. The goal is to hit that by the end of the fiscal year and Rose is very optimistic about reaching that goal. An announcement should be coming about a significant gift to Rose by the end of August so keep an eye out for that.

VIII. ARBOT report, spring meeting – Ashvin Lad

Ashvin reported that Ryan Brimberry covered every bulleted point on the ARBOT report. He added that in May the board meeting was mostly COVID related. There were a lot of refunds based on room and board, which put us on pace in May for a $2.5 million deficit at the end of the fiscal year.

Santhana Naidu, formerly of ISU Head of Marketing, is our new VP of marketing and communications. He has a very impressive background in branding, building brands and building branding campaigns. This will really help us enhance our recognition name outside of Indiana.

Finally, in January there were 415 visits on campus for therapy and counseling, which is a record high. Not sure how many students that was but that was the number of visits. Ashvin posed the question that the AAB

may want to consider this issue now or in the future since these are future alumni? They are living in a different environment. It is always competitive and always stressful, but it seems to be more so these days. These numbers keep going up every year and not sure if it is the Board's place to do anything about it.

Kelly Noel stated that Ashvin brings up a good point in regard to counseling visits. The question slices both ways, is the environment becoming where there is more need or is there less social stigma in seeking that need. It is fortunate that those services are available at school and it is something the Board should get a little better understanding of what the needs are of those students, what the key issues are and additional support if needed.

Robert Stone added that COVID has been a major factor across the country for increases in mental health appointments and need. It comes back to isolation for a lot of people, young and old. Dealing with the quarantine and other stress that comes along with COVID, especially for people whose income has been drastically affected. Combine that with the gradual lessening of negative stigma against seeking mental health appointments.

Steve Brady added two quick answers. To Robert and Ashvin's point, yes, there are a lot of challenges that Rose is seeing in mental health. As Ashvin said, this has been going on for some time. Rose has been tracking this for many years and there has been a steady increase for a variety of reasons. There are also more accommodations that are needed every year and some of that is the changing demographics of our freshman class. Rose is not unique. The Lilly Endowment in Indiana did a call for proposals and one that Rose was working towards was a partnership with other area higher ed institutions to try and partner and help manage our mental health needs. It's very expensive to have someone who can help track and prescribe medication. This is a continually increasing challenge that will not be decreasing anytime soon. Rose does a nice job to accommodate all those students with group sessions, etc., but as we enter into new territory with COVID, Rose has had to do everything with telehealth.

Steve also added that Rose is doing okay financially. There is a plan in place to allow additional focus on a draw from the endowment. The Institute has also suspended all retirement contributions for employees for the next 12 months. Rose also recognizes that if campus shuts down

again and has to go completely online, that becomes a financial constraint, but Rose is optimistic about our future.

IX. Committee Reports

a. Executive Committee – Kelly Noel
    i. No updates from the Executive Committee.

b. Board Nominating – Kedar Murthy
    i. The roster needs to be updated with people's information. If anyone has any updates, please submit those. The Board is in good shape in terms of nobody's term ends this year but there are a few next year. The next major issue will be recruitment and that will start again in November. Also, welcome Kameron, Amanda and Steve.

c. Awards – Nellie Hohne
    i. The Board does not want to skip a year in recognizing our alumni award winners. The Board is going to go to a virtual format. Nellie asked Katie Hoffmann to give more details.

    Katie Hoffmann stated that alumni awards 2020 has been a topic in the office quite often. There are numerous challenges to look at as a large group in regard to how to move forward with this event. Challenges for award recipients are air travel, limited number of guests along with COVID testing. Institute challenges are socially distancing everyone. Traditionally, there is a reception with food and beverage and how do restrictions implicate that event. Then the implications for the larger campus population of bringing all of these people to campus and bringing whatever germs they might have in their area, plus anything they might pick up in an airport. This makes COVID testing in advance difficult. There is also concern about having a safe environment for everyone coming here and for our students and staff. Current procedures on campus require everyone having a negative COVID test prior to returning to campus along with daily temperature checks and mask wearing. All of these things played into a decision that cabinet was comfortable with, and that is to have a virtual ceremony. Each award recipient will receive a package ahead of time at home that would include their award and a variety of other Rose themed items. Then there will be a published date for everyone to be able to watch a live video that hopefully everyone will watch together. Katie showed a three-minute clip of the virtual commencement as an example of what the awards will look like.

Nellie added the Awards Committee will move forward with the 2021 awards as standard procedure and hopefully have a live in-person awards banquet at the end of March. The plan will be to recognize the 2021 awardees but also recognize 2020 with a mention of their name during the presentation.

Also, the committee was unanimous in recognizing alumni posthumously. Our first step is to encourage alumni to nominate those alumni who are no longer with us. If there is a huge demand and a lot of nominees, the committee will discuss adding an additional award the following year.

The biggest update is including diversity and inclusion in our alumni awards. Our committee met earlier and decided to add that to the list of criteria when looking at different nominees. Criteria currently ask for what your contribution to your community is; what is your contribution to Rose; and now we'll include what are your accomplishments in diversity and inclusion. That way that information can be included before our November meeting to decide who we recommend.

The committee will keep moving forward with our timeline for the 2021 awards and the first step is to open up nominations the first week of September.

d. Career Services – John McClain
    i. The Spring Career Fair was virtual and was very successful. The Executive Committee has asked for some photos to see what a virtual career fair looks like and when those are acquired, they will be shared with everyone.

    As far as graduation, we have a 91% placement rate. Some students are waiting to see how the pandemic plays out. Most graduates are starting their employment remotely.

    Career Services has been asked to help support and participate in a virtual panel session with students on what it is like to work in a COVID environment; how has our world changed; how has our work environment changed and what should they expect that might be different than what they may have had in earlier internships or what they may have been led to believe from past experiences. Scott Tieken and Jared Goulding from Career Services will get

back with us on the timing of this. They thought it might be in October.

e. Student Recruitment – Jessica Toth
    i. Jessica stated that a lot of the numbers and stats were covered earlier. Two things that have come up recently, an application fee waiver program and also there was a donation made to the Chauncey Rose Scholars program that would move that program into perpetuity. Student Recruitment will partner with Tom Bear's office to help with interviews and will also be working with Brandon Zollner on that as well. Our committee continues to support the institution as they move forward with more virtual recruitment events.

f. Young Alumni – Matthew Iwema
    i. Matt stated that a lot of our objectives were put on hold due to the COVID pandemic, harder to engage alums during this time. If anyone has ideas or things that have worked in your company, in terms of how to engage new hires and younger groups, our committee is all ears. Please pass ideas on to anyone on the committee.

X. Old Business – Kelly Noel
a. Upcoming meetings
    i. The upcoming meeting dates are listed on your agenda. The only change at this point is the November 6th meeting will be virtual rather than in Indianapolis. Please plan accordingly.

    ii. The summer 2021 meeting will be in Boston with Kedar Murthy hosting on August 21 **not** August 7.

    iii. Dan Price asked how the newest Board members get to join a committee.

    Kelly Noel stated that on page 9 there is a list of the different committees, what they do and who the current members are. So, for our newest board members, take a look at those and then reach out to the Chair and then copy Charlie Ricker or Katie Hoffmann to get the committee updated.

XI. Adjournment – Kelly Noel
    i. Kelly made a motion to adjourn meeting adjourned at 12:08pm EST. Kedar Murthy seconded.