

Rose-Hulman Alumni Advisory Board

Spring Meeting Minutes

Saturday, March 26, 2022

- I. Call to order – Kedar Murthy
 - a. Kedar called meeting to order.

- II. Roll Call – Charlie Ricker
 - a. **AAB**-Bill Bess, Allison-Bowman Rogers, Gary Bullock, Mike Chaney, Kameron Eisenhour, Steve Gillman, Greg Gotwald, Nellie Hohne, Matt Iwema, Jason Karlen, Alyssa Lobo, Jessica Long, John McClain, Kedar Murthy, Kelly Noel, Kali Nordquist, Craig Pohlman, Dan Price, Nyle Riegle, Steve Schmitz, Amanda Stapleton, Deiter Schultz
ARBOT-Jeff Papa
Absent: Mark Renholzberger, Paul Palmer, Robert Stone
Staff Present-Steve Brady, Charlie Ricker, Guests speaker - Erik Hayes

- III. Approval of Minutes – Kedar Murthy
 - a. Kelly Noel made a motion to approve minutes; Dan Price seconded; motion carried.

- IV. Guest Speaker – Erik Hayes – Life on Campus
 - a. COVID really made things different on campus. Part of what makes Rose special is the ability to engage with people, small class size and the ability to access faculty and COVID made that more difficult. As Rose emerges from the pandemic, campus is bustling, athletics are back, we are traveling, musicals are being presented, bands are playing, and classes are all in-person.

Rose is in the middle of the strategic planning process. As alums, a survey will be coming out soon to help identify what changes you would like to see at Rose. What are the next steps for Rose post pandemic?

Career Services, affordability and job placement is always a topic of interest. Last year, even during the pandemic, Rose placed 99% of students. The year before that Rose placed 98% and the year before the pandemic, Rose was at 98%. To hit 99% when there were no Career Fairs being held and companies were not recruiting and the economy was in question, Rose did well. This year Rose is already off to a great start with half of the class placed already. Rose is getting ready for their first in-

person Career Fair this spring since the pandemic and will help place most of the rest of our students.

Companies really want computer science majors, and for the first time, Rose is getting really close to crossing over from mechanical engineering into computer science being the most sought-after major. Part of the strategic planning process is trying to be more intentional about how the freshman classes are built.

Ayanna Tweedy was recently hired as the new athletic director after the retirement of Jeff Jenkins. Ayanna comes to us from Wabash. Ayanna could not be here today but hopefully the board will get to meet her soon.

Freshman class this year was 641. Class size has really grown, and this topic will also be a part of the strategic planning process. With the completion of the new academic building, it is the right time for the discussion of what is the right size for Rose-Hulman.

The BIC/KIC is the number one innovation center. It hosts all our competition teams. It is a fascinating space. It is the number one place that tour groups visit. It is a wonderful space for our students,

Q. Is there a director for the KIC/BIC?

A. Dr. Kline unfortunately passed away last year, and he was a profound influence on that space. Tom Rogge, who worked with Bill Kline, has been appointed as the person directing that space.

The number one challenge that this generation poses, is the mental health challenge. The rise of the mental health challenge on campus is really fast. This has been a challenge for Rose. Rose has been awarded a grant from the Lilly Foundation. Rose is part of an \$8.1 million mental health grant. It is a partnership with St. Mary of the Woods and DePauw University, and it is a shared resource model. The position for this is posted right now, it will be the Director of Mindful College Connections.

Q. What are the challenges you are facing with mental health?

A. Coping with the workload yes but coping in general. Students in general do not have great coping skills. There are those parents who are referred to as 'helicopter' parents or 'snowplow' parents who have cleared the way for the kids and when they get to college, those kids do not know how to cope with anything on their own.

Q. What type of help will be offered? What will this program look like?

A. Tele-health will be offered. Expansion of group projects, peer mentor program, mental health apps, and a program educator to do outreach programming.

Q. For students that need mental health help, is there still a stigma around that? Will they come to an advisor or is that parents reaching out to you?

A. There definitely used to be a stigma around mental health. Today, it is much more common for students to be open about mental health. There are still students who feel they should not be asking for those resources, but it is much better than it was before. There is a student mental health committee that was formed and not because Rose asked them to form such a committee but because the student government wanted to push some initiatives, even before Rose had this grant.

Q. Knowing the level of accommodation that is present at Rose, is there any sense of when students leave Rose, are they making it on their own or are they struggling because their parents do not have the CEO's phone number of the company they are working for?

A. This is not a joke, some of the expectations are unreal. There is a whole generation of students who cannot cope on their own. There is a fine line between coddling and putting a student in a position of success.

Q. Is there a class offered on life skills?

A. Yes, RHIT 100. It is a one-credit introductory course on college life. Week one is the transition from high school to college. Week two is social engagement and getting involved with some type of group. Week three is stress management. The curriculum is built on what the freshman is experiencing. It is a 50-minute class once a week, but it is probably not enough.

Q. Is there any talk of expanding that into the adult life version?

A. There has been and there is a series on countdown to commencement. There was a session held for seniors on budgeting and building a budget. Students bring in their offers and they build a budget off of their salary. It showed them what will come out of their paycheck and will be their actual take home pay and here are the bills you are going to have to pay. There are a number of things that could be offered such as investing, insurance, finding an apartment, how to negotiate an offer, etc.

Q. Does Rose still do a student satisfaction survey?

A. Yes, Rose does an annual survey, essentially marking the non-academic part of the student experience. Our results came in two weeks ago and the numbers compare to pre-pandemic levels.

While this generation may have some coping and mental health challenges, their desire to change the world is high. Their ability to adapt

to different individuals and cultures is awesome. Their ability to accept people from diverse cultures is amazing. Rose is still hitting that 'sweet' spot with students in what is offered.

Q. Has there been any talk of offering a Rose Talks directed at parents and how to help their children while at school?

A. There is not an office of Parent Affairs. No office has been directly assigned to help parents. Student Affairs has become the 'go to' place for parents to call. There has been some discussion on how to prepare the parents for sending students to college.

Q. How has diversity evolved at campus?

A. One of Rose's strategic initiatives is how to continue to be more diverse. When campus added women, they worked to get that percentage up, but Rose is still at about 25%, plus or minus, women on campus. Rose does well on the international side but when looking at the US and trying to diversify from an ethnic racial side, it is something that is still intentional. When looking at this last class, the number of students from underrepresented populations was at some all-time highs for Rose.

When looking at the environment of Rose, gender inclusion is something that was never discussed years ago. Now Rose does not ask your gender. As a freshman, you can live with whoever you like. That is a whole different world than what it was not too long ago. The diversity office is much more intentional, and Nick Davis does a lot of programming and is very inclusive to all students.

V. ARBOT Report – Paul Palmer

Summary on pages 15-19. Commencement is on track and will be held in-person on May 28 at 11 a.m. Dr. Karl Reid, Sr. Provost, and Chief Inclusion Officer at Northwestern University, will be the guest speaker. There will be an honorary doctorate recipient that is being decided upon right now.

Overall, the COVID cases on campus have decreased significantly. There is a recession in cases on campus. When you have 80%+ of faculty, staff and students vaccinated, it should be commended because it clearly helped decrease the spread of COVID on campus.

COVID has had an impact on the faculty, staff and student moral and mental health. When you add the impact of COVID on all of us over the last two years and then from a faculty, staff standpoint of zero raises last year and 2% this year, that economic impact for faculty and staff also adds to their mental health and anxiety they may feel.

During this academic year, the fatigue of mental health has been really high. The student health counseling center has seen a significant increase in its usage in both the number of students seen and individual sessions as compared to previous years. Hopefully, the grant that has been received and receiving additional resources for students will help the situation with student mental health as Rose moves forward.

When looking at Career Services, Rose is seeing positive results for the Class of 2022. Forty-three percent of students already have job offers as of last month and 18% of students are planning to attend graduate school.

Enrollment for the upcoming fall is at about 610-630. That is following an extremely strong record year enrollment of 643 for 2021 class. There is a slight decrease in domestic students but when you look at some of the critical areas of women and Black/African Americans, Rose has maintained noticeable gains. There are also noticeable gains from the East Coast and West Coast thanks to Dr. Tom Bear and his team. Overall applications are up over 10% with noticeable gains in key areas.

Current budget year is projected to have surplus of over \$300,000 which includes expenses related to COVID and expenses that were not realized for the compensation Savings from the Early Retirement program. The next year's budget projection should be consistent with past years. There is no anticipated surplus. Projected student enrollment of 2,166. There will be a slight increase in tuition, room, and board rates of about 3%.

Q. How is Rose doing on attrition on students and what is the trend?

A. There has not been a huge drop of students. As Erik mentioned, some students have left for a term or two and then have returned. The overall number has not dropped significantly. When you look at the projection of the 643 class and another 600 class, Rose is pushing to have a total enrollment of 2200 to 2250 students, which is a respectable number for Rose.

Q. What is total tuition now?

A. \$63,300, which includes room/board.

The institute has received \$8.3 million in fund raising. Coming up - April 7, Giving Day at Rose-Hulman, a great day to give back to the institute if able.

The institute is well into the Tier 1 work of its long-term strategic plan. This is a three-year "Pandemic Recovery" strategic plan to move us forward

into 2024. Next step is to finalize the action plans for the six goals that are outlined in the report. Then they will be resourced, executed, and monitored to be sure that Rose is achieving the desired results.

Q. Why is diversity or enhancing diversity not listed as one of the goals?

A. Diversity is always ongoing and is a critical focus for Rose. These six goals really need to be addressed in the next three years. Diversity is always a sub-bullet in the plan and is always ongoing. It is baked into the plan.

The success of the athletics program continues to be a leader in the HCAC. Ayanna Tweedy began her tenure on January 3 and has been warmly received by students. The football team won the 2021 HCAC championship for the third time since 2013 and competed in the NCAA Division 3 playoffs for the second time.

Renovations continue on Moench and Crapo Hall.

Overall student performance in first term calculus classes is improving but there are still some students struggling. The lack of ACT/SAT scores has not been a predictor of a student's success or struggles.

VI. Break for Brunch

- a. Brunch with Alumni Award winners

VII. New Business

- a. Alumni Advisory Board Membership – Nellie Hohne
 - i. Page 21 of board book. Committee was tasked with filling five position from decades 1970, 1980, 2000, 2010, and 2020. There were 30 applicants; those were culled down to 2-3 per decade and the membership committee took a decade, interviewed the candidates, and met two weeks later and discussed what happened with those interviews. The Committee's recommendations are Steve Decker - 1977; Kenny McCleary – 1983; Melva Holt – 2002; Victoria Zheng – 2013 and Alexa Myers – 2020. These candidates come from diverse backgrounds and from all over the country. Nellie asked for slate to be approved. Dan Price made a motion to approve slate of candidates, Matthew Iwema seconded. Motion approved.
- b. Alumni Representative to the Board of Trustees – Greg Gotwald
 - i. Greg Gotwald stated that the selection for ARBOT members is currently delayed. The AAB is looking for some direct feedback

from the Board of Trustees as to what they want to see from this position. Discussion took place and ultimately, the AAB will interview candidates and select who will represent the AAB on the Board of Trustees.

- c. Alumni Awards Celebration – Jason Karlen
 - i. The Alumni Awards will follow this meeting at Hatfield Hall. The list of award winners is on page 20 of the board book. All the winners except for Mitch Landess will be present. There are about 92-93 people registered to attend.

VIII. Staff Reports

- a. Institutional Advancement – Steve Brady
 - i. Campus is currently mask optional since the end of February. Faculty do reserve the right to have their class mask up. One thing Erik alluded to be the high percentage of vaccinated students, staff, and faculty. There is a donor who made a very generous donation to support those who are vaccinated. Rose is bringing a national act to campus for all the students who are vaccinated. Vaccinated students got to vote on the style of music and then that turned into a comedian. The contract has not been signed but this is someone who has been on tv, Netflix and has national exposure. The event will be held in the SRC the week before commencement.
 - ii. There has been talk of growing our international presence, especially for Alumni Relations. Santhana Naidu, Vice President of Communications and Marketing, and myself will be traveling to India in June. Our focus will be to present information on admissions, alumni, and development work while there. There is an alum in India who has started his own electric vehicle company that we will be visiting.
 - iii. Noblitt Scholars program continues to grow and bring recognition to the Institute. AAB continues to help with the selection process and Rose is very thankful for your assistance and support of that program. Dr. Bear stated that this year's Noblitt Scholars are by far the most academically competitive students that Rose has ever had on campus. He is optimistic that the goals of that program are starting to happen.
 - iv. First Robotics high school competition is doing their Indiana statewide competition on campus. That will be held April 14-16. Rose is excited to host that competition.
 - v. Giving Day is April 7. Rose is setting a goal of \$350,000. There are a lot of challenges lined up. An announcement will be made about a gift that has been accepted with cryptocurrency. Rose is accepting as gifts but hope to accept cryptocurrencies for tuition in the future.

- b. Alumni Relations – Charlie Ricker
 - i. In the last couple of months, Alumni Relations has gone back to hosting some events. Happy hours have returned. There were events in Milwaukee, Naples, and Minneapolis.
 - ii. Lego kits will be returning soon. A second set of Deming and the Union was ordered if you missed the first round. This summer the next set will be released which will be White Chapel.
 - iii. Rose Talks series continues with another one coming up in April on Longball Labs.
 - iv. Interview process has begun for the two Assistant Director positions to replace Katie Hoffmann and my former position. There are four candidates coming to campus in the next couple of weeks and will be present at the next Board meeting in August.

IX. Committee Breakout Sessions

X. Committee Report Out

- a. Executive Committee – Kedar Murthy
 - i. Nothing to report currently.
- b. Board Nominating – Nellie Hohne
 - i. Thank you to the committee for their help in selecting the five new board members. Committee helped to fine tune the process used in selecting members.
 - ii. Mike Chaney gave an update on the international board members process. Matt Iwema will be heading over to Ireland and will remain on the Board and the Board is adding Victoria Zheng who was born in Beijing and lives in Silicon Valley. Victoria has connections in Asia and would love to help make connections with international students and alums there. The plan is to make key contacts in various regions. As the board gets this sub-team to make connections around the world, we will ask them what they would like to see and how to support alumni in those various regions. Secondly, how do we recruit international students for Rose.
- c. Alumni Awards – Jason Karlen
 - i. Proposal for the Honor Alumni Award there is no criteria for number of years beyond graduation. There are year requirements for the other awards. Distinguished Young Alumni is 10 years or less and that can stay in place; however, the Career Achievement Award is 20 years or more so there is a gap of 10 years. The Committee is proposing to remove that verbiage from the requirements for the Career Achievement Award. Jessica Long made a motion to accept and Kedar Murthy seconded. Motion passed.

- ii. Committee will also be looking for a couple of members to join the Awards Committee as Bill Bess and Steve Gillman step off of the Board.
 - d. Career Services – John McClain
 - i. Due to technical issues, Jason Carlyle commented on behalf of John. Focus on where to recruit and what companies to recruit from. Continue to use the LinkedIn network and build from that and how do we go forward to leverage that network that is in place. Next steps will be to select regions that we want to look for companies in and looking at leveraging the LinkedIn data to identify companies in those areas that have alumni that we can contact and see if they are already recruiting at Rose-Hulman and continue to build that relationship.
 - e. Student Recruitment – Jessica Long
 - i. Handing over the reins to Deiter Schultz and Amanda Stapleton.
 - ii. There has been enormous success with the Noblitt Scholars.
 - iii. Dr. Bear has asked for assistance with the fee waivers.
 - iv. New members will continue with prospective students to sway them to the acceptance side with notecard writing. Charlie will get the notecards, envelopes and list sent to board members.
 - v. The above items do not take up a lot of time and on page 23 there are some “Vault” items that the committee will continue to investigate such as Closer Videos, Guidance Counselor Network and possible survey to faculty and staff to understand how best the committee can help the institute.
 - f. Young Alumni – Matthew Iwema
 - i. Kedar stated that the Alumni Advisory Board has made a point to become inclusive of all decades. We have transformed the organization to represent the 90’s, 2000’s, 2010’s and 2020’s. A decision was made to dissolve the Young Alumni Committee as they are well represented within the organization.
 - ii. Matthew added that this has been discussed for the last year. Matthew thanked everyone for their support over the last few years.
- XI. Recognition – Kedar Murthy and Charlie Ricker
 - a. Thank you for service to the following Alumni Advisory Board members:
 - i. Steve Gillman
 - ii. Bill Bess
 - iii. Jessica Long
- XII. Old Business – Kedar Murthy
 - a. Upcoming meetings
 - i. Summer 2022 – Saturday, August 6 (Boston)

- ii. Fall 2022 – Friday, November 4 (Indy)
- iii. Spring 2023 – Saturday, March 25 (Terre Haute)
- iv. Summer 2023 – August 12, TBD
- v. Fall 2023 – November 3, (Indy)

XIII. Adjournment – Kedar Murthy

- a. Kedar made a motion to adjourn.
- b. Alumni Awards follows in Hatfield Hall