



Minutes of the Council on Postsecondary Education Meeting
Wednesday, January 7, 2015, 5:30 p.m.
University of Rhode Island Bay Campus
GSO Coastal Institute Building Hazard Room A & B
South Ferry Road, Narragansett, RI

The Council on Postsecondary Education met on Wednesday, January 7th, 2015, at the URI Bay Campus in Narragansett. At 5:32 pm Chair Michael Bernstein welcomed everyone. He then took roll call and noted most Council members were present.

Present: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Eva Marie Mancuso, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

Absent: Dennis Duffy, and Kerry Rafanelli

1. ACCEPTANCE OF THE AGENDA

Chair Bernstein entertained a motion to accept the agenda. On a motion duly made by Mr. Smith and seconded by Dr. Williams, it was

VOTED: **THAT** The Council on Postsecondary Education accepts the agenda for the meeting of January 7, 2015 as revised and posted.

VOTE: 7 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Eva Marie Mancuso, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

2. OPEN FORUM

Chair Bernstein inquired if anybody had signed up for the open session. The Dean from the University of Rhode Island's School of Oceanography welcomed the Council to the URI Bay Campus. He provided some of the recent successes and importance of the work performed at the Bay Campus and on URI's research vessel, the *Endeavor*.

3. APPROVAL OF THE MINUTES

a) Minutes of the October 8, 2014 Meeting

On a motion duly made by Mr. Smith and seconded by Ms. Ouellette, it was

VOTED: **THAT** The Council on Postsecondary Education
approve the minutes of the October 8, 2014
meeting.

VOTE: 7 members voted in the affirmative and 0
members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator
Thomas Izzo, Eva Marie Mancuso, Judy
Ouellette, John J. Smith Jr., and Dr. Jeffery
Williams

NAYS: 0

4. CHAIRS' REPORTS

Chair Eva-Marie Mancuso:

Chair Eva-Marie Mancuso welcomed Kevin Gallagher, Governor Gina Raimondo's Chief of Staff, to the meeting. Mr. Gallagher rose and said hello. Chair Mancuso was pleased about having a liaison with the Governor's Office working with the Board. She also reported that she had been able to attend the Inauguration Ceremony on behalf of the Board of Education.

She reported that the K-12 Council was in the middle of their strategic plan; recently, they chose 26 volunteers who will be dedicating over 60 hours to act as ambassadors between the Board of Education and the classrooms. She is also working in partnership with National Grid to provide programs for students. Finally, she reported that they are beginning the Governor's budget hearings shortly now that the legislature is in session.

Chair Michael Bernstein:

Chair Michael Bernstein opened by sharing his appreciation for all of the input from the Council's recent work sessions and Council meetings. He reminded everyone that transparency of their work is key, especially as more and more leaders are beginning to recommit to education. He directly referred to Commissioner Purcell, who will be working very closely with Governor's Office and General Assembly. Chair Bernstein thanked each Council member for the hard work with the different committees and reminded everyone of the responsibility to act as an ambassador for education to the public. After referencing both RIC and URI sporting events, he concluded his remarks on a hopeful note for exciting and innovative times ahead for Rhode Island education.

5. COMMITTEE REPORTS**a) Personnel Committee**

Chair Bernstein thanked those who had worked with this committee. This report was deferred to a future meeting.

b) Facilities Committee

Chair Bernstein also deferred this report to a future meeting.

6. COMMISSIONERS' REPORT**a) Proprietary schools**

Commissioner Purcell opened his presentation by defining proprietary schools as privately owned business, trade, and technical schools. Some examples of proprietary schools in Rhode Island include schools for hair design, truck driving, massage therapy, pharmacy techs, et cetera. The Council is authorized to approve programs, review curriculum, and monitor school finances. Currently, there is a \$1000 application fee and \$100 annual renewal fee (all of which go to general fund). Senator Izzo registered concern that a subcommittee to monitor these schools and examine both the academic and financial affairs may be needed. Commissioner Purcell agreed that oversight needs to be excellent, but also indicated that Article 20 gives the Office of the Postsecondary Commissioner the responsibility to monitor these schools reporting to the Council as needed in accordance with Council regulations.

Commissioner Purcell presented the material from several articles and studies showing how computers and robots are becoming the future of the workforce and will be

replacing one in three jobs in the near future. He stressed that low skill jobs were at the highest risk and that only those employees who are able to adapt will succeed. Institutions of higher education need to have a targeted approach to finding high-wage, high-demand future jobs, aligning their curriculum with workforce needs, establish a funding mechanism for curriculum expansion and program creation, as well as expedite time toward degree attainment, all while retaining quality in their education.

7. PRESIDENTS' REPORT

a) University of Rhode Island - Update from last report and current events

President Dooley opened his report by agreeing with Commissioner Purcell that it is not easy to anticipate demands for jobs that do not yet exist. However, the strongest area for potential job growth in Rhode Island is innovation and teaching students how to think offers them the best skill set available for long term success.

He says that the University of Rhode Island is constantly looking at what is pushing the state, national, and global economies. The University then tries to put its students on pathways to get hired in those fields. Currently, URI is beginning to facilitate quicker student pathways to degrees (from an average of six years to four years), and looking at ways students can get more advanced certifications or skills while still in their undergraduate education.

President Dooley described his recent visit to Electric Boat. He reported that they will continue to hire employees and mostly those with only a high school degree. However, they have discovered that these high school graduates are not coming into the work force with the necessary basic math skills (such as subtracting fractions). Therefore, Electric Boat has created a detailed training program for their new employees. URI is assisting Electric Boat in this curriculum development, using their pedagogical skills to help the training be more effective. President Dooley stressed the point that all of Rhode Island's colleges and universities need to help businesses find new and better ways to prepare students for workforce.

Chair Mancuso was concerned that the University was becoming involved in certificate and job training for high school students. President Dooley responded that they were assisting with pedagogy only as it is not the University's mission to provide high school level training or certificate programs.

Senator Izzo showed concern about what the employers are saying about the learning gap that the emerging workforce is starting to show and stressed the importance of teaching universal skills at a high school or undergraduate level. Chair Mancuso described a study being done by the Rhode Island Foundation, studying the demands

of the business community to understand what kind of skills they are looking for in their employees. The study actually found that most employers could not find workers with 'soft skills', such as coming to work on time or adhering to a cultural standard of professional dress. She then queried as to how schools at any level could help students gain those 'soft skills'. Senator Izzo said that it should be the responsibility of the Council to be proactive in discussions between the business community and educators.

b) Rhode Island College - Update from last report and current events

President Carriuolo opened her report with her belief that Rhode Island College students are graduating with the 'soft skills' necessary to succeed in the workforce, due in part to the fact that 75% of RIC students hold jobs while in school and these 'soft skills' are further honed through their college experience. She said that the general education and liberal arts education programs help provide students with the flexibility to be able to transition easily between different jobs, which will be invaluable as these jobs adapt and change in the future.

President Carriuolo described the new meta-major program that RIC has recently introduced to help students finish college faster and more efficiently. After 45 credits, students must declare a major. Meta-maps will be developed with each student's academic advisor, and they will provide a semester-by-semester plan.

Rhode Island College was recently awarded a \$471,000 grant to train Masters students in social work to serve foster care children. They also received accreditation from the Society for Stimulation and Health Care, making RIC one of only two schools in New England with this accreditation. (The other institution is Yale University.)

President Nancy Carriuolo just returned from China, where she signed an agreement with a Chinese University, in addition to making a similar agreement with the Roosevelt Academy, further strengthening their English as a Second Language program and helping RIC students become more familiar with their international community.

A RIC alumnus who is a movie actor coach recently held a free, two-day master class for RIC students bringing tremendous energy and excitement to the theatre program.

Chair Bernstein interjected here that President Carriuolo had also recently been named 'Woman of the Year' by GoLocalProv and he congratulated her on all of her hard work.

Dr. Williams recognized the value of students getting out faster, but asked President Carriuolo what benefits, besides financial, students had in exiting the higher education system in three years rather than the traditional four. President Carriuolo indicated that only some students would be advised to move faster as it is an individual process that

students would undergo with their personal academic advisor. She said that the new meta-majors would help students plan their overall schedule better and that they might even potentially involve work experiences within their college experience. President Dooley agreed saying that higher education institutions needed to de-couple student success from the traditional academic calendar, and provide multiple ways for students to succeed (i.e. J-term, summer classes, multiple start times in the semester, et cetera).

Afterwards, President Dooley excused himself from the meeting. Commissioner Purcell then turned the discussion to President DiPasquale.

c) Community College of Rhode Island – Update from last report and current events

President Ray DiPasquale opened his report by thanking his colleagues and Commissioner Purcell. He too met with Electric Boat, as well as the Gilbane Construction Company, National Grid, and several major hospitals in order to understand the changes and adaptations the Community College of Rhode Island can make to provide better prepared students for the workforce. He was specifically concerned with what jobs these companies were hiring for, and what skills were necessary for those jobs. CCRI is fortunate enough to be able to start new programs in very little time, in order to send prepared students into the workforce as soon as possible.

President DiPasquale was concerned, however, about the 66% of high school graduates who need at least one remedial course when they come to CCRI and the 70% of CCRI's current students who can only attend part-time. Statistics would show that those students would most likely not graduate in what RIC and URI would consider a 'reasonably short time period'. Chair Mancuso asked about nursing students, for example, moving from their Associates degree at CCRI directly to a Bachelor degree path at URI or RIC. President DiPasquale replied that they are currently working with both institutions, and in fact a large percentage of their continuing students do attend one of the other in-state public institutions. He was very excited to announce that CCRI is rolling out three new programs, including a veterinarian assistant program.

Dr. Williams asked what, if anything, could change the current trend of hospitals not hiring recently-graduated nurses. President DiPasquale responded that the new of positions had been fewer than anticipated because many eligible employees had delayed retirement based on the bad economy in recent years. However, they will be retiring in the near future and hospitals will begin hiring younger nurses again. Commissioner Purcell added that Bachelors and Masters degree-holding nurses are currently finding more jobs than nurses with an Associates degree only. President Carriuolo agreed saying that hospitals are searching for people with higher degrees

based on morbidity studies. RIC has an RN-to-BSN program, so students can easily move from one to the other.

Senator Izzo asked how about cross-factors and job guarantee. President DiPasquale replied that CCRI has a contracted program with CVS in their pharmacy tech program, and CVS has a responsibility to produce quality, employable pharmacy technicians. Senator Izzo then asked about Gilbane Construction, and how unions and apprenticeship programs come into play with things such as licensing. President DiPasquale stated that CCRI is giving some credits to apprentices if they take general education class. Senator Izzo asked who was taking responsibility for those students, to make sure no industry interests are taking advantage of the students. Chair Mancuso indicated that one of the challenges was that students are intimidated by the higher education system and do not want to go back to school.

President DiPasquale was proud to end his report saying that the Community College of Rhode Island recently got a full ten-year accreditation letter.

Chair Bernstein thanked the Commissioner and everyone for participating in the discussion. He then moved on to the Discussion Items.

8. DISCUSSION ITEM

a) Review of the changes in the Council on Postsecondary Education Policy related to employee sexual harassment. (See Enclosure 8a).

Anne Marie Coleman introduced the topic by explaining that a committee had been tasked with updating policies into one new document that would provide guidance for the entire system. She acknowledged the various members of the committee, and introduced Mr. Peter Harrington to give a brief overview on how the policy process worked. Mr. Harrington described how the group had reviewed contemporary policies to see where they differed from new federal government regulations and had ultimately made six general changes.

First, they had changed all of the official department names to the 'Office of the Postsecondary Commissioner'. Secondly, they made four definition changes in the 'Violence against Women' act; the words 'dating violence', 'domestic violence', 'sexual assault', and 'stalking' had new definitions.

Chair Mancuso questioned the origin of the new definitions, stating that they were not in agreement with Rhode Island criminal code definitions. When Mr. Harrington explained that the definitions came from federal law as well as from other campuses around the country, Chair Mancuso expressed her concern that, if anything under this

category were to happen on a Rhode Island campus, Rhode Island law would take effect and this policy would complicate the judicial system because it does not meet official Rhode Island criteria. Mr. Harrington said that he would go over this with the committee again and Chair Bernstein responded by saying that this is the purpose of having this type of committee review. He put the policy on the agenda for the next meeting. He recommended that Chair Mancuso might work with the committee between meetings; however, she recommended a motion for the policy to move to outside legal counsel.

Senator Izzo asked for discussion on the motion, questioning the cost to the Council for seeking outside counsel. Chair Mancuso and Commissioner Purcell responded that it would cost the Council legal costs. Senator Izzo asked if the policy should return to the original committee for another review in light of Chair Mancuso's concerns.

Chair Bernstein asked the sponsor of the motion (Chair Mancuso) to entertain the possibility of waiting one more month. She responded in the negative, stressing the importance of protecting the Council from future legal dilemmas. Senator Izzo again requested that the policy go to internal lawyers in the department or the Council, and that he would prefer, out of respect to their chosen committee, to give the committee an opportunity to re-submit this for review and not spend additional funds to an outside lawyer.

Chair Mancuso withdrew her original motion on the condition that the committee thoroughly review and re-submit the policy at the next meeting, and that all Council members are present to review the definitions. She also asked for specific references to Rhode Island law in the re-submitted document.

Dr. Williams asked if the policy will cover social media as a tool by which acts of violence, misconduct, and harassment would be charged. The committee said it would look into it for the re-submitted document. Senator Izzo asked if the Council could be provided with the statuses of current cases dealing with this topic in Rhode Island's public higher education institutions. Mr. Cavallaro stated that he could have those cases for the next meeting. President Carriuolo added that the language dealing with faculty-student relationships need to be much clearer in the re-submittal as well.

Chair Bernstein moved to Action Items. During this time, Chair Mancuso excused herself from the remainder of the meeting.

9. ACTION ITEMS

a) Approval of the awarding of tenure at the Community College of Rhode Island.

President DiPasquale is requesting approval for the granting of tenure to the faculty members who have met the requirements for tenure at the Community College of Rhode Island.

Background information on these individuals and an FY 2014-2015 tenure analysis was distributed to the members of the Council on Postsecondary Education prior to the Council's meeting this evening.

On a motion duly made by Mr. Smith and seconded by Ms. Ouellette, it was

VOTED: **THAT** The Council on Postsecondary Education approves tenure awarding to (effective January 1, 2015):
Mazin Adams, M.F.A.
Michael Burdon, M.F.A.
Margaret Burke, M.S.
Karen Anderson Griscom, M.A.
Denise Parilo, M.A.
Elizabeth Pento, M.L.I.S.
R. Scott Warila, M.S.

VOTE: 6 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

b) Review and approval for an Environmental Assessment Agreement with the Rhode Island Department of Environmental Management and the Council on Postsecondary Education/URI.

The University of Rhode Island is requesting that the Council on Postsecondary Education grants approval for an access agreement with the Rhode Island Department of Environmental Management (RIDEM). The access agreement relates to a Phase I Environmental Site Assessment (ESA) in accordance with current U.S. Environmental Protection Agency and related standards. The scope of work may include a site reconnaissance, interviews with the site owner, key site managers and occupants.

In addition, the access agreement will allow the RIDEM to install soil borings and groundwater monitoring wells, conduct test pits, sampling and analyzing soil vapor, surface soils, subsurface soils, surface water and groundwater as part of the site investigation.

This investigation is in regard to the Kingston Hill Bookstore Project located in the town of South Kingstown. If RIDEM, determines that additional procedures are needed, the Council will be advised with a request for additional authorization for the expanded work.

On a motion duly made by Senator Izzo and seconded by Dr. Barajas, it was

VOTED: **THAT** The Council on Postsecondary Education approves the request from RIDEM related to a Targeted Brownfields Assessment at 29 Old North Road in the Town of South Kingstown, RI.

VOTE: 6 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

c) Review and approval of Utility Easement for the installation of a Utility Pole at the construction site of the LGBTQ Center.

The University of Rhode Island requests permission to enter into an agreement with National Grid to grant an easement to cover the installation of electrical utilities for the construction site at Upper College Road.

The form of this easement document mirrors previously executed electrical easements with National Grid for similar installations. It has been reviewed by University legal counsel.

On a motion duly made by Senator Izzo and seconded by Dr. Barajas, it was

VOTED: **THAT** The Council on Postsecondary Education approves the application for a utility easement with National Grid to allow for the installation of

electrical services at the construction site for the LGBTQ Center on Upper College Road.

VOTE: 6 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

d) Approval of resolution for the redemption of outstanding debt related to the Rhode Island Junior College Series A Revenue Bond of 1977.

The Community College of Rhode Island is requesting that the Council on Postsecondary Education grants approval for the early redemption of the Board of Regents for Education 3% Rhode Island Junior College Series A Revenue Bonds of 1977. The original bond principal was \$631,000 with a maturity date of these bonds on April 1, 2018. A redemption date is requested for April 1, 2015.

At this time, the College has the opportunity to repay these bonds in full. This early defeasance will result in savings from annual trustee fees as well as interest on debt that remains outstanding until their maturity date.

In addition to these savings, access to the bond reserve funds will supplement both the Warwick and the Lincoln campus renewal projects that were included in the Community College's Capital Improvement Plan and are currently underway.

Senator Izzo asked if the money being used for this project is from the general fund. President DiPasquale responded that the money is being used very specifically for construction; it was being earmarked from a full-time student activity fund, which funded the Warwick and Lincoln campus full-time student activities. The money being used has been put aside, and by paying it off early, the extra money that was accumulated will be able to fund the new projects that were already approved in the last meeting (i.e. the \$25 million projects occurring on both Warwick and Lincoln campuses respectively).

On a motion duly made by Ms. Ouellette and seconded by Mr. Smith, it was

VOTED: **THAT** The Council on Postsecondary Education approves the early defeasance of the Board of Regents for Education 3% Rhode Island Junior College Series A Revenue Bonds of 1977 on April 1, 2015.

Vote: 6 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

10. EXECUTIVE SESSION

At 7:32 p.m. Chair Michael Bernstein entertained a motion to enter into executive session for:

a) Discussion and authorization concerning the PTFU (part-time Faculty Association/AAUP) and RIC /Adjunct negotiations pursuant to R.I.G.L. 42-46-5 (a)(2)

b) Update, discussion, and authorization on the negotiations with the higher education union coalition and the AAUP pursuant to R.I.G.L. 42-46-5 (a)(2)

On a motion duly made by Dr. Williams and seconded by Senator Izzo, it was

VOTED: **THAT** The Council on Postsecondary Education convenes in executive session pursuant to R.I.G.L. §42-46-5(a)(2) for the reasons set forth above.

Vote: 6 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, Judy Ouellette, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

Ms. Ouellette asked to be recused.

All non-Council members in the audience were excused with the exception of:

- Dr. Purcell, Commissioner of Postsecondary Education;
- Anne Marie Coleman, Director of Labor Relations for the Council;
- Douglas Tingle, Executive Assistant;
- Ron Cavallaro, General Counsel;
- Susan LaPanne, Associate Commissioner, Finance & Management
- Dr. DeHayes, Vice President, URI;
- Nancy Carriuolo, President, Rhode Island College;
- Ray Di Pasquale, President, CCRI; and
- Erin Hall, Student Intern.

The Council reconvened in open session at 8:19 p.m.

On a motion duly made by Dr. Barajas and seconded by Dr. Williams, it was

VOTED: **THAT** The Council on Postsecondary Education seals the minutes of the executive session held on January 7, 2015.

VOTE: 5 members voted in the affirmative and 0 members voted in the negative as follows:

YEAS: Michael Bernstein, Dr. Antonio Barajas, Senator Thomas Izzo, John J. Smith Jr., and Dr. Jeffery Williams

NAYS: 0

11. UPCOMING MEETINGS

a) The next Work Session of the Council on Postsecondary Education is January 21, 2015, 5:30 p.m. at RIDE.

b) The next Meeting of the Council on Postsecondary Education is Wednesday, February 4, 2015, 5:30 p.m. at Rhode Island College.

