



WILLIAM & MARY

CHARTERED 1693

# RICHARD BLAND COLLEGE COMMITTEE

## ARMICS

*September 27, 2018*

## RBC ARMICS

The Department of Accounts Quality Assurance review identified ARMICS as an improvement area

- The DOA suggested a robust ARMICS program would identify RBC internal control gaps

Internal Audit was asked to perform RBC ARMICS testing, which involved building an ARMICS framework

- First year through for RBC

# RBC ARMICS (con't)

- Internal Audit ARMICS Objectives:
  - Develop framework to facilitate handoff to RBC
  - Follow DOA/COSO guidelines
    - Mapped DOA and COSO controls to RBC environment
- ARMICS Testing Summary
  - Many control gaps identified
  - ARMICS testing has provided a road map for RBC to shore up the internal control environment

# QUESTIONS?



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## APA DASHBOARD

**Dr. Tyler Hart**  
Chief Development Officer



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# WORKPLACE ENRICHMENT INITIATIVE

**Takeya McLaurin**  
Director of Human Resources



**WEI**

# **The Workplace Enrichment Initiative**

“Positively engaging employees and enriching workplace culture, one day at a time.”

**#WEI**

**#WEIRBC**

**#WEIcare**



## WHO ARE WEI?

In alignment with RBC's strategic plan, the **Workplace Enrichment Initiative** was created to implement changes to advance a workplace culture that is inclusive, positive, and characterized by individuals who trust the people they work with, have pride in what they do, and have opportunities to learn and grow.

To ensure broad-based involvement in responding to the climate survey results, a cross-departmental Task Force has been formed.





## WHAT HAVE WEI BEEN UP TO?

Summer Fridays

WEI Subcommittees:

Recognition and Rewards

Professional Development

Communications

Social/Employee Engagement

Compensation Studies (Faculty & Staff)

Monthly Satisfaction Surveys



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# ENROLLMENT & STUDENT SUCCESS

**Dr. Danielle Williams**

Associate Provost for Enrollment Management  
& Student Success



## STUDENT PROFILE



85% Full Time

38% Residential

46% Pell Eligible

93% Virginia Residents

4% International

8% Student Athletes



## STUDENTS BY REGION

# Fall 2018

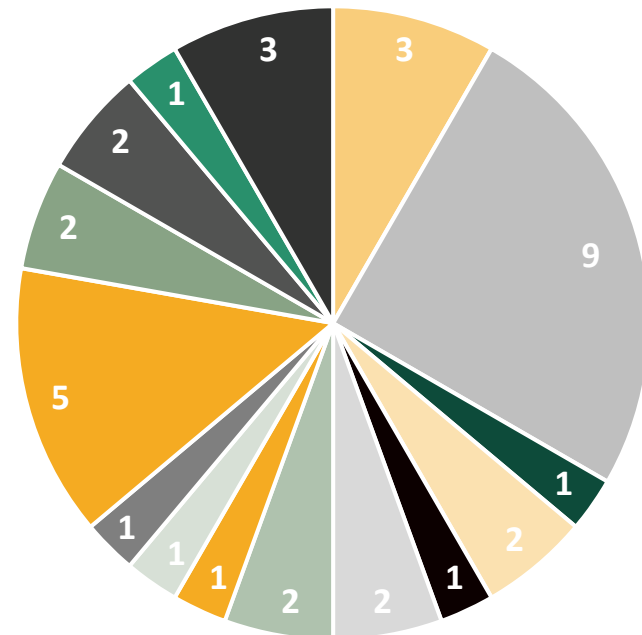
- International/Out of State (54)
- Central Virginia (774)
- Tidewater (40)
- Northern Neck (30)
- Northern Virginia (29)
- Valley (9)
- Western Virginia (3)
- Southside (29)





36 INTERNATIONAL STUDENTS

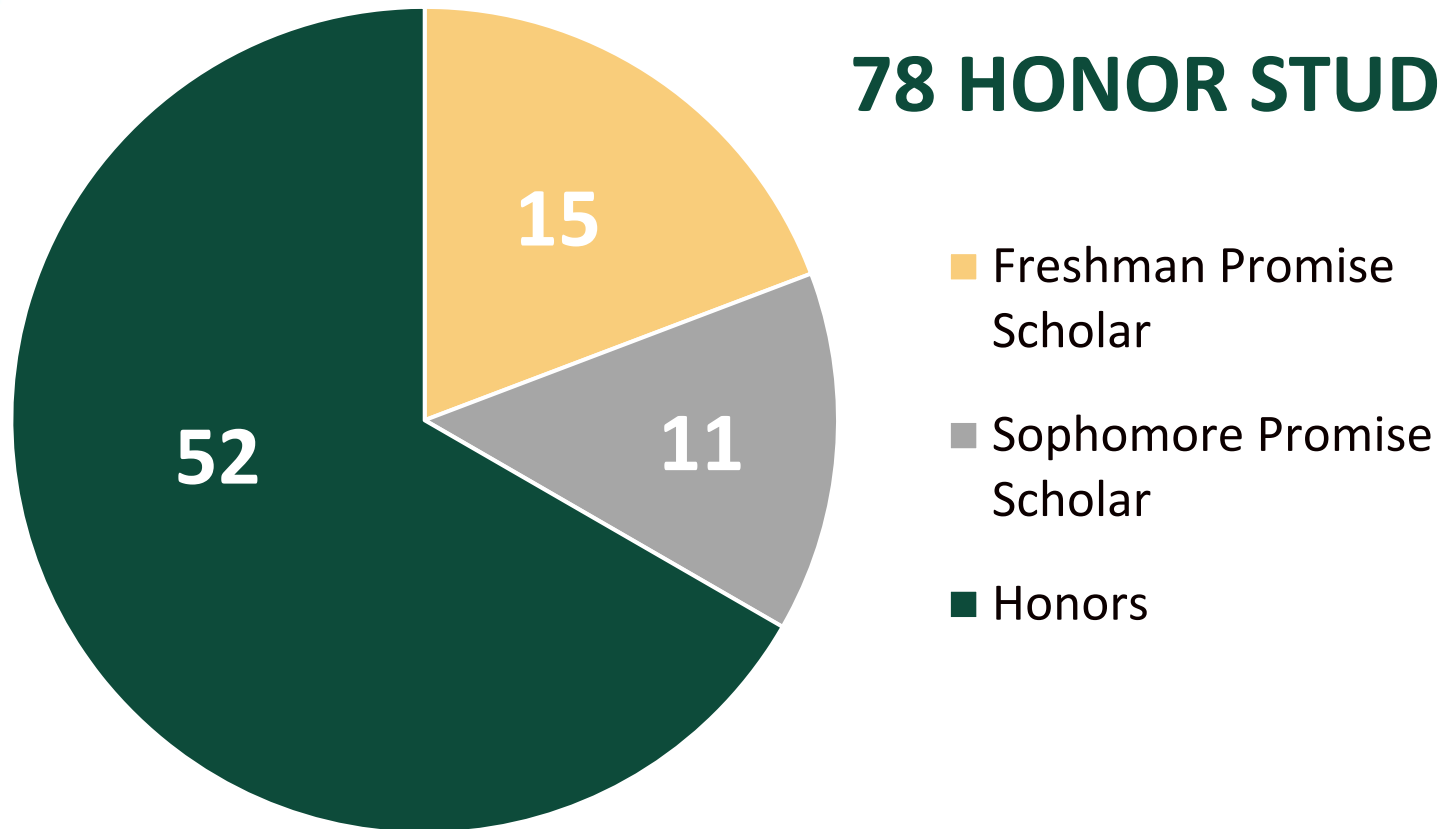
## INCREASING GLOBAL REACH





## HONORS & PROMISE SCHOLARS

### 78 HONOR STUDENTS





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# ATHLETICS

**Scott Newton**

Athletic Director & Women's Volleyball Coach



## FACULTY

**Damien Westfield**  
**Head Men's Soccer Coach**  
**Athletics Academic Liaison**  
**Communications Studies Adjunct**  
Ph.D. Leadership Studies,  
University of Nebraska  
Young Harris College







## **CULTURE CHANGE**

### **Recruitment of Athletes**

Identify not only strong athletes, but great character and promise in the classroom

### **Strong Emphasis on Student Athlete Persistence**

Continued support academically to result in high persistence rate  
Required study hall for new student athletes and student athletes that need more support

### **Budget Accountability**

### **Respect and Professionalism**



# ATHLETICS

## ROSTER SIZES

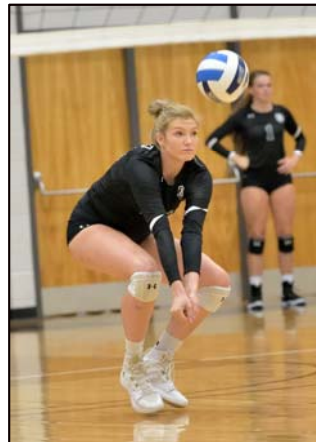
Men's Basketball – 15

Men's Golf – 4

Men's Soccer – 24

Softball – 19

Women's Volleyball - 16





# ATHLETICS

## WINNING SEASON

Men's Soccer  
5-2-1 Overall





## WINNING SEASON

### Women's Volleyball

8-4 Overall

5-1 NJCAA

Eagle Invitational Champions

2<sup>nd</sup> Season as Program

1<sup>st</sup> for Championship Play





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# LIVING & LEARNING COMMUNITIES

**Dr. Corey Scott**

Assistant Provost for Student Life



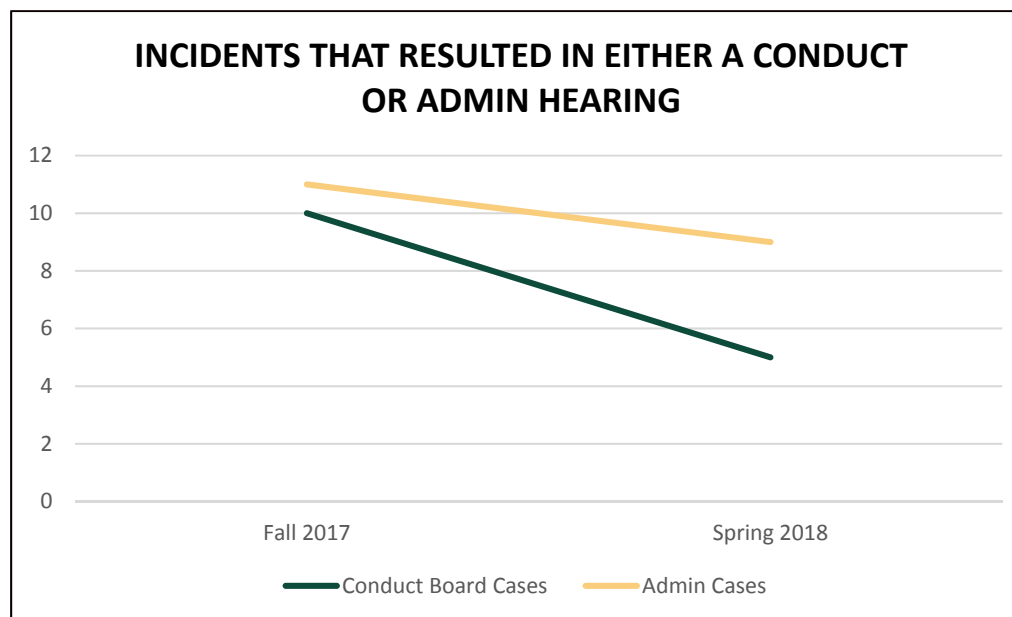


# STUDENT CONDUCT

Fall 2017	August	September	October	November	December	Total
Conduct Board Cases	1	2	4	2	1	10
Admin Cases	2	2	2	5	0	11
Spring 2018	January	February	March	April	May	Total
Conduct Board Cases	0	0	5	0	0	5
Admin Cases	1	1	5	2	0	9

## Types of Responses to Violations:

1. Conference
2. Administrative Hearing
3. Conduct Board Hearing





## LIVING & LEARNING COMMUNITIES



Creating Holistic Opportunities in the College Environment

- Collaborative Community Focused on College Readiness
- Cohort of 55
- Interdisciplinary Curriculum
- Study Hall
- 1-2-1 Mentoring
- Dedicated Live-in Program Director

## ASPiRE

Academic Scholars Program in Residential Environments

- Community Focused Programs that Reinforce Academic Commitment & Encourage Curiosity
- Cohort of 60
- Includes International, Honors, & Students with 3.0+ GPA
- Service Learning
- Critical Thinking
- Leadership Development



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# ACADEMIC & STUDENT DEVELOPMENT

**Dr. Ken LaTessa**

Acting Provost





**Celia Brockway**  
**Assistant Professor of Music**  
**Honors Program Coordinator**  
M.A. Music, University of Iowa





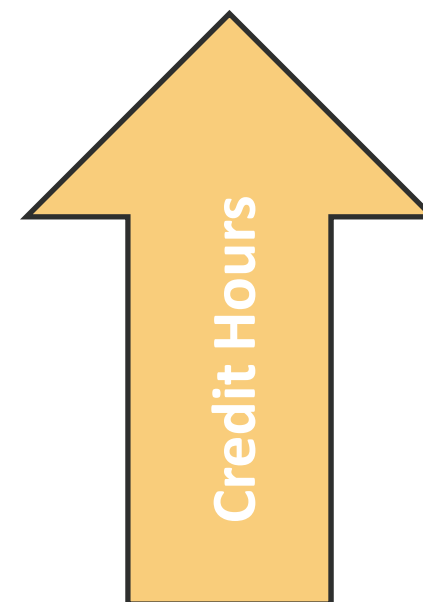
## ENROLLMENT GROWTH



Fall 2018

968 (4.4%)

13,129 (5.1%)



Fall 2017

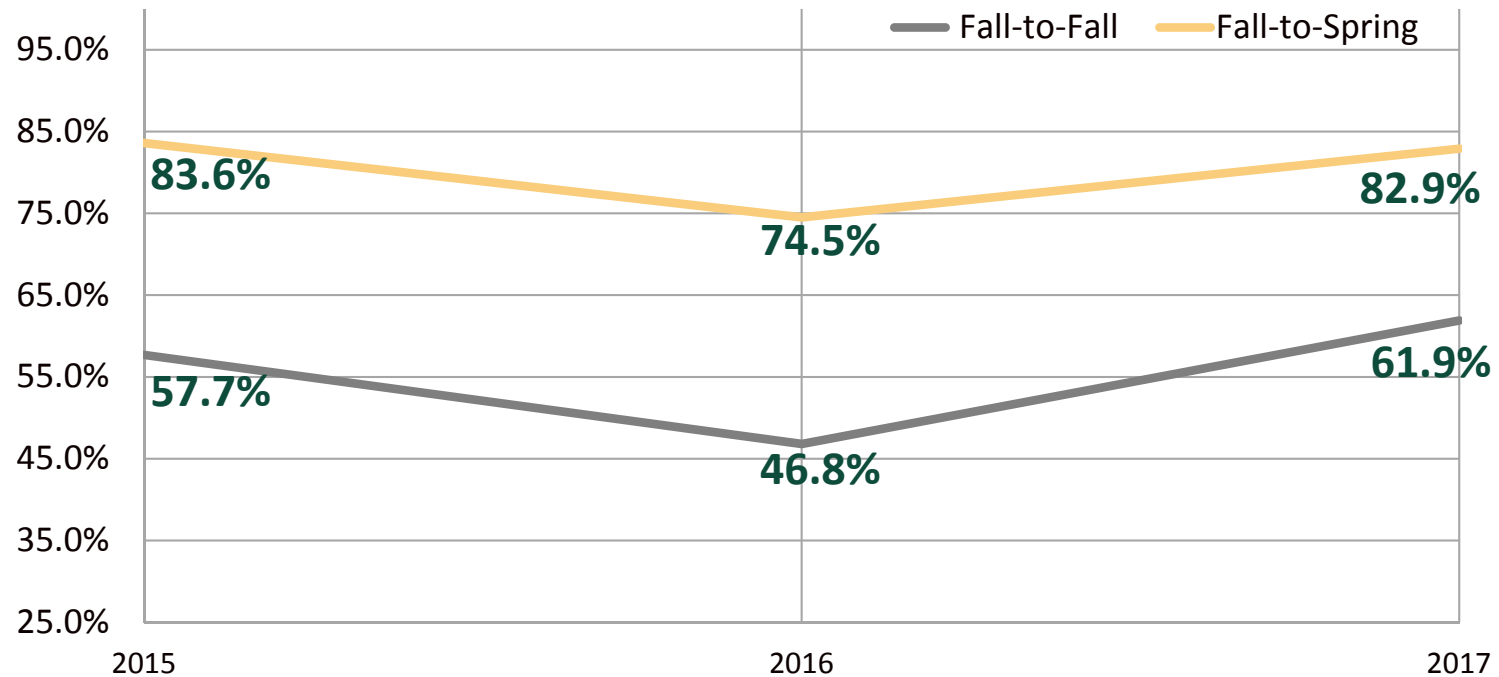
927

12,492



## RETENTION RATE BY FALL COHORT

First-Time Students (Graduates Excluded)





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# **CAPITAL IMPROVEMENTS**

**Eric Kondzielawa**  
Director of Operation &  
Capital Assets



## COMMERCE HALL

### **\$4.2 MIL RENOVATION** 73 STUDENT ROOMS



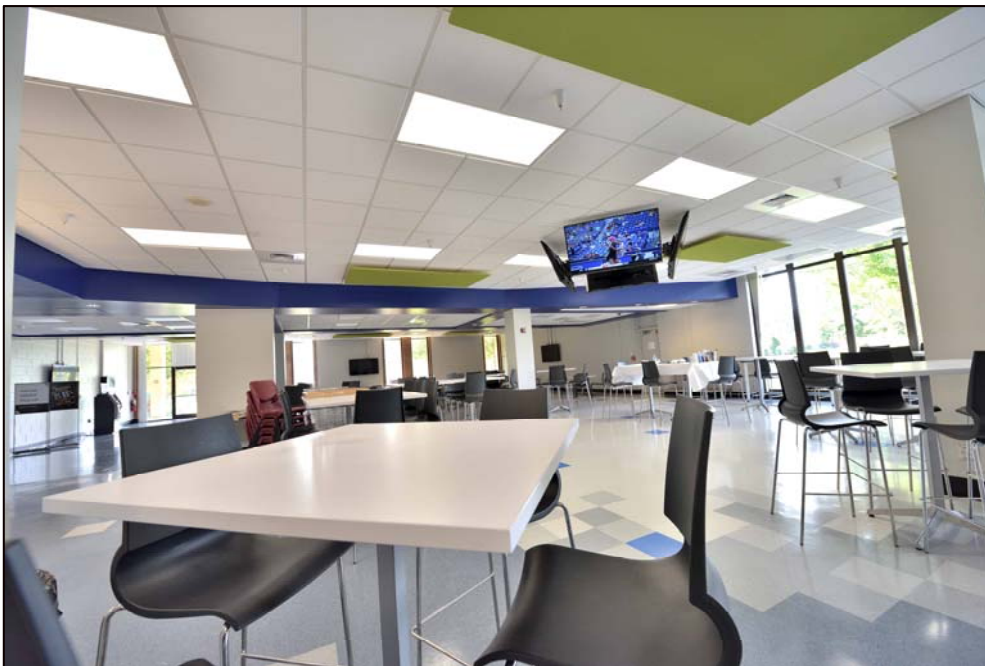




## CAFÉ REDESIGN/UPGRADES

**\$300,000**

**RBC FOUNDATION / PARSONS FOUNDATION GRANT**





## LIBRARY RENOVATION

**\$300,000**

**RBC FOUNDATION / PARSONS FOUNDATION GRANT**





# ATHLETICS

## UPGRADES TO SOCCER FIELD/GYM FLOOR







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# **SACSCOC REAFFIRMATION UPDATE**

**Dr. Matt Smith**

SACSCOC Accreditation Liaison & Acting Compliance Manager  
Associate Professor of Mathematics



# SACSCOC REAFFIRMATION 2019

## REAFFIRMATION PROJECT TIMELINE

- Form Committees
- Gather Data for CCR
- QEP Topic Selection
- Observe Campus Visit



2017

2018

2019

- Institution Response to On-Site Recommendations – March 2019
- Review by SACSCOC and Final Reaffirmation



- Final Compliance Certification Report
- Off-site Review
- Focused Report & Final QEP
- On-Site Visiting Team\*

**\*October 15-18, 2018**



- **Strong Position**
- **Focus of the On-Site Committee**
  - Review areas deemed “non-compliant” in Off-Site Review
  - Comprehensive review of the RBC QEP – “IMPACT”
  - Luncheon for Members of the Board and the On-Site Committee
    - Wednesday 10/17; midday
    - All are welcome to attend; please RSVP



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# IMPACT

**Dr. David Morgan**

Associate Professor of Physics & Astronomy



RBC QEP



# IMPACT

Improving Mental Power and Critical Thinking



## QEP TOPIC SELECTION

- The QEP Task Force solicited input from faculty in each academic department on possible QEP topics for the College
- 16 potential QEP topics were identified and presented in an online survey to faculty and staff. Respondents were asked to rate each potential topic area on a scale from “not at all important” to “very important” areas of focus at the college
- Survey resulted in a short-list of QEP topics with strong support from the faculty and staff...

**Critical Thinking and Problem Solving** (100% ranked “Important”, 74% ranked “Very Important”)

**“Critical Thinking” received a clear majority of votes in both the faculty and student surveys!**



## QEP LEARNING OUTCOMES

### **1) Clearly define and articulate a question or issue**

*Students are able to formulate questions, pose problems, and present issues clearly and precisely.*

### **2) Gather and evaluate sources of information**

*Students are able to gather relevant information, to critically evaluate their sources, and to analyze them in terms of their reliability, credibility, expertise, and bias.*

### **3) Identify and evaluate claims and assumptions**

*Students are able to evaluate claims, identify important underlying assumptions, and analyze the relevance and influence of context.*

### **4) Identify or articulate a clear position or thesis**

*Students are able to articulate a clear position, thesis, or hypothesis and analyze alternative perspectives.*

### **5) Synthesize information and use logic to draw informed conclusions**

*Students are able to draw logical, evidence-based conclusions, apply knowledge in new contexts, and synthesize information from multiple sources to generate new ideas and to support and evaluate positions.*



## FIVE-YEAR PLAN: ASPECTS

### Administrative & Assessment

- Alignment of SLO's across the curriculum
- Delivery of standardized CT assessment tests
- New course survey questions for students

### Professional Development

- Renewed focus on outcomes-based assessment
- Adoption of nationally-normed rubrics (VALUE)
- Workshops by visiting experts

### Inside the Classroom

- New assessments & assignments to measure CT
- New pedagogical approaches to foster CT
- Curricular and course enhancements across RBC

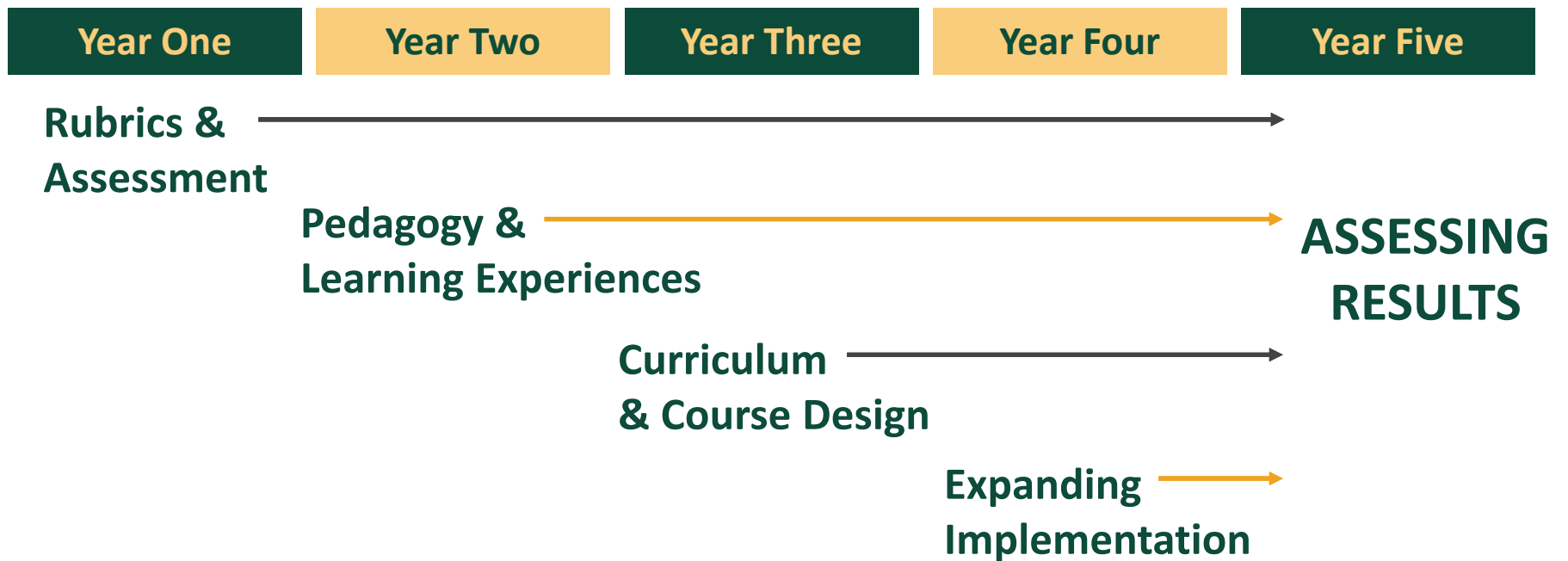
### Beyond the Classroom

- Campus Forum events designed around topic
- Integration with Writing Lab & "Common Read"
- Talks by visiting academic and business leaders





## FIVE-YEAR PLAN: OVERVIEW





## QEP STEERING COMMITTEE MEMBERS

**David Morgan** (Chair), *Associate Professor of Physics and Astronomy*

**Dan Zelinski**, *Professor of Philosophy & Religion*

**Daniel P. Franke**, *Assistant Professor of History*

**Vanessa Stout**, *Assistant Professor of Sociology*

**Alice Henton**, *Assistant Professor of English*

**Celia Brockway**, *Assistant Professor of Music, Honors Program Coordinator*

**Shawn Holt**, *Professor of Biology, Chair of Natural Sciences & Mathematics*

**Carol Kelejian**, *Director of Institutional Research*

**Carly Winfield Baskerville**, *Reference & Instructional Design Librarian*

**Cathryn Coffey**, *Learner Mentor*

**Alexis M. Pedrick**, *RBC Student*

**Alexis L. Ange**, *RBC Student*



# QUESTIONS



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**THANK YOU**