



Richard Bland College
of WILLIAM & MARY

A PRESENTATION BY THE ADMINISTRATION

**RBC COMMITTEE
November 21, 2019**



Richard Bland College
of WILLIAM & MARY

MR. JEFFREY BROWN

Director of Campus Safety & Chief of Police



Richard Bland College
of WILLIAM & MARY

CERTIFIED CRIME PREVENTION





Commonwealth of Virginia Certified Crime Prevention Community

- CCPC Program established in 1998
- Certified by the Criminal Justice Services Board - October 2019
- RBC is one of 7 IHE certified higher education institutions (VCU, CNU, VT, UR, Germana CC and ODU)
- Collaborative Safety Plan with 15 Core Elements





Richard Bland College
of WILLIAM & MARY

PROGRAM ELEMENTS

Threat Assessment Team

Crime Prevention Specialist

Campus Outreach

Mutual Aide Agreements

Information and Literature Distribution

Physical Security Surveys Completed by
Trained Staff

Crime Analysis

Crisis and Emergency Management Plan



Clery Act Compliance

Victim Witness Program

Patrol 24/7

Emergency Communication Plan

Rape Aggression Defense Program

Alcohol & Substance Abuse
Prevention Program

Surveillance Camera Program

**SEE A CRIME
REPORT IT!**

SILENT WITNESS

Anonymous Reporting:
804.862.6111
For Emergencies, call 804.862.6111

Richard Bland College
of WILLIAM & MARY



HALLOWEEN SAFETY TIPS



RAPE AGGRESSION DEFENSE (RAD) – 12-hour safety and prevention course offered to male and female students, faculty and staff twice every semester. This semester, girls volleyball and softball teams have been trained.

CRIME PREVENTION SPECIALIST –Sergeant Uzzle was trained and certified to perform physical security surveys (CPTED) in 2017.

CAMPUS OUTREACH – Police officers develop and provide crime prevention training programs for students, to include, “Twelve Tips to Keep Valuable Safe,” “#Beware – Social Media and Internet Safety,” “Alcohol Awareness,” “Drug Bad!,” “If You Love It, Lock It,” Virginia Rules for Athletes,” “How to Use a Fire Extinguisher,” “Drunken Mario Cars,” “Movie Night Out – Halloween Safety,” and “CHECK MY RIDE.”

SILENT WITNESS – Provides the RBC community members with a way to report crime anonymously.



- **Developed to replace contract security in the residence halls**
- **FY 17-18 - program realized an approximate \$20,000 cost savings**
- **FY 18-19 - program expanded into the library, enabling the library to remain open until midnight**
- **FY 19-20 - program expanded into Parsons Café and Statesman Hall, allowing additional student activities in the gym**





Richard Bland College
of WILLIAM & MARY

CAMPUS SECURITY OFFICER PROGRAM

Certified by Virginia Department of Criminal Justice Services

Training Program includes:

Campus Policing Model

Federal and State Laws

Foundation of Safety and Security

Threats

Authority

Rights, Relationships and Responsibilities

Professionalism and Ethics

Alcohol on Campus

Sexual Violence on Campus

Gangs on Campus

Responding to Critical Incidents

CPR/AED

Virginia Administrative Code 6VAC20-270-10

"Campus security officer" means any person employed by or contracted to a college or university for the sole purpose of maintaining peace and order...

"Certification" means that a qualified person has met the compulsory minimum entry-level training standards mandated for a campus security officer.



“Run, Hide, Fight” is an active threat training program that was presented to students, faculty and staff on October 24



Part of the Department’s effort to heighten awareness for safe response to an active threat incident and to promote the College’s Threat Assessment Team



- **FLETC - Two RBC police officers were certified as trainers at the Federal Law Enforcement Training Center in Glynco, Georgia.**
- **One-Man Approach**
- **Annual Scenario Based Training for RBC Police Officers**



Richard Bland College
of WILLIAM & MARY

DR. KEN LATESSA

Chief Information, Strategy and Innovation Officer



Richard Bland College
of WILLIAM & MARY

SEIZE YOUR POTENTIAL

A Strategic Plan





What is the role of a selective, two-year, residential, liberal arts transfer institution within the higher education landscape of the Commonwealth of Virginia?

“The dogmas of the quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew and act anew.”

— Abraham Lincoln



A friendly, family atmosphere

Enthusiastic, student-focused service

The power of difference

Building
confidence

Quality outcomes

Slide 14

KL1

Kenneth LaTessa, 11/8/2019



As defined by our core values and the culture they create, our CORE MISSION is...



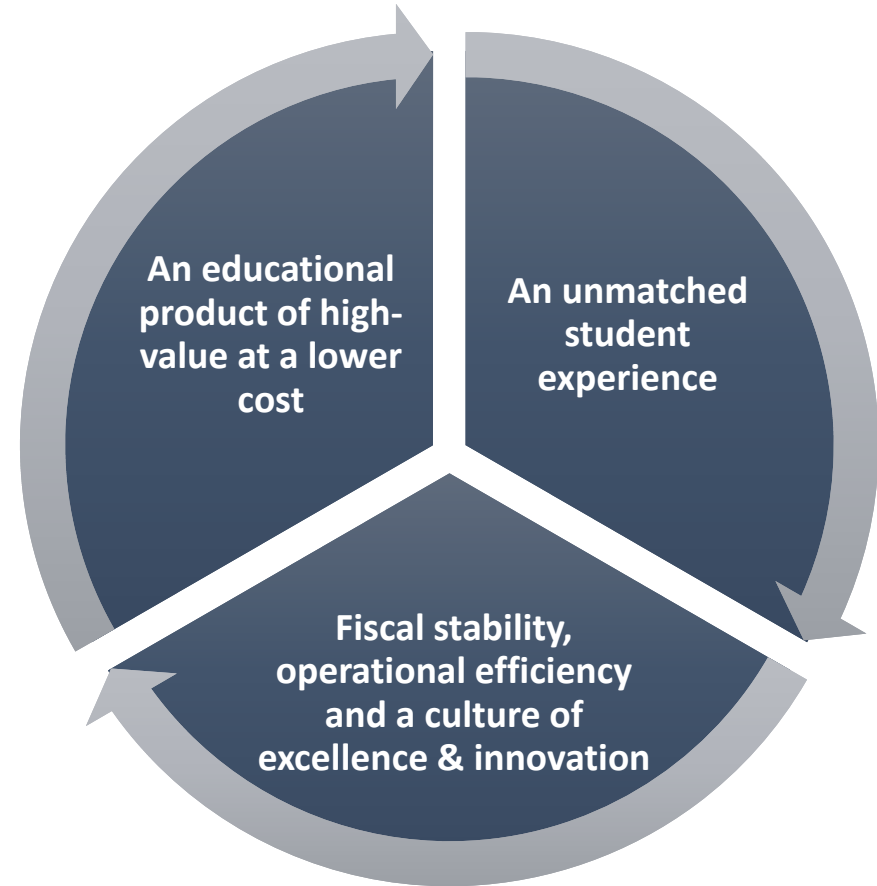
**TO PREPARE OUR
STUDENTS FOR A
LIFETIME OF ENDLESS
POTENTIAL**



Richard Bland College
of WILLIAM & MARY

THE RBC STUDENT VALUE PROPOSITION

G P S @ R B C





STRATEGIC OBJECTIVES

Early engagement with high school students

Clear, easy to navigate recruitment

Effortless, informative onboarding

Detailed, focused pathway development

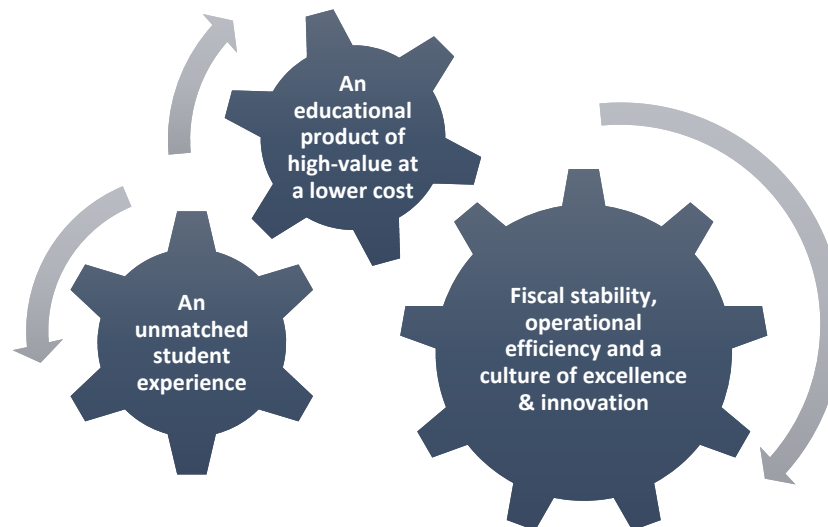
Intensive monitoring & intervention on progress

Unique, experiential learning in high-quality spaces

College-wide assessment & improvement

Physical, psychological and cultural safety & health

Global thinking and perspectives



- ✓ Board of Visitors approves resolution on **September 26, 2019**
- ✓ 6-Year Plan is due to SCHEV on **October 1, 2019**
- ✓ Mission, Vision and Strategic Goal updates are drafted at leadership retreat on **October 9, 2019**. *Hedgehog Concept* is crystallized
- ✓ Rough draft of RBC Strategic Plan out for feedback on **November 8, 2019**
 1. Feedback due by **November 22, 2019**
 2. Final draft of RBC Strategic Plan complete by **December 15, 2019**
 3. RBC Strategic Plan approved by Board of Visitors at **February Meeting**



Richard Bland College
of WILLIAM & MARY

DR. TYLER HART
Chief Development Officer



- Over 13,000 attendees
- Over 160 craft and food vendors
- Kids Zone with face painting, bouncy houses, crafts, and games
- Two local bands, one student performer, and two local dance troops performed





- Over 90 student volunteers
- 545 Attendees
- Student Assembly ran the cashier's station and sold baked goods.
- Attendees saw a revamped trail with themed sections and were chased out with the sounds of a chainsaw





Awards of Distinction

- **Distinguished Alumni Award – Jennifer McGrew '00**
- **Richard Bland Award – The Talley Family**
- **Young Alumni Award – Felicity Morris '09 and William & Mary class of 2011**



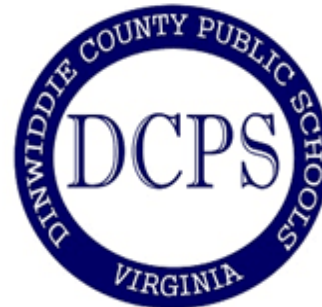
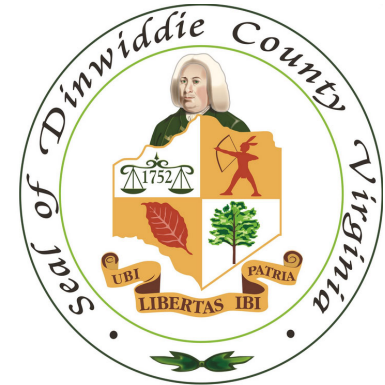


Richard Bland College
of WILLIAM & MARY

GO VIRGINIA

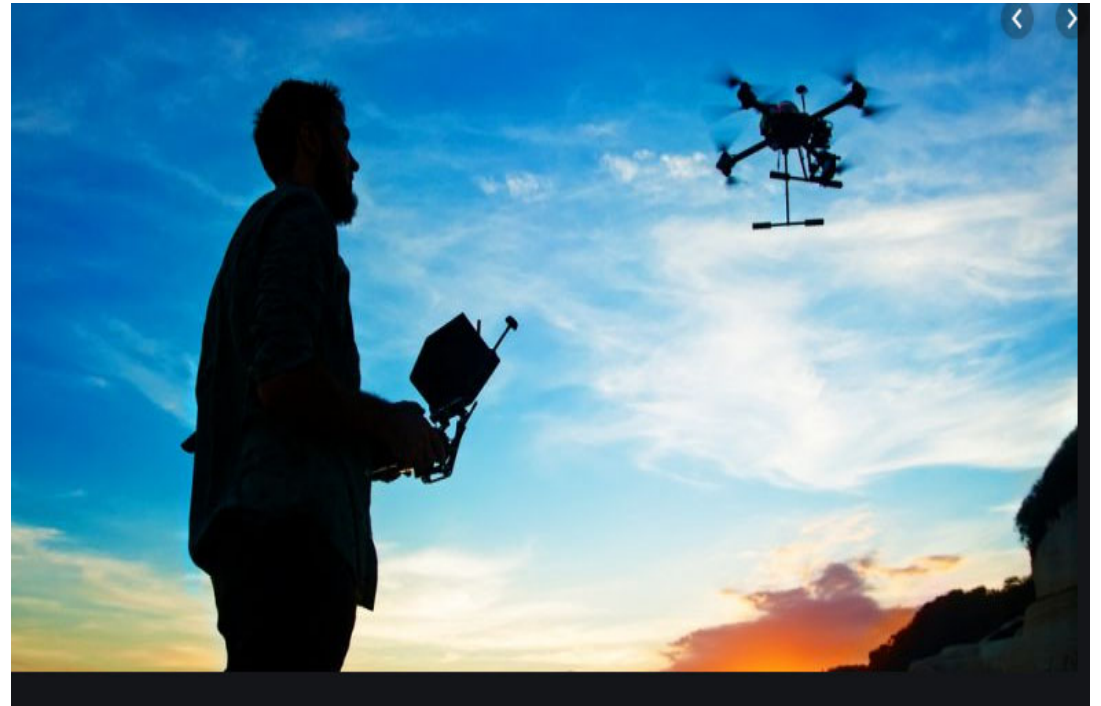


VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION





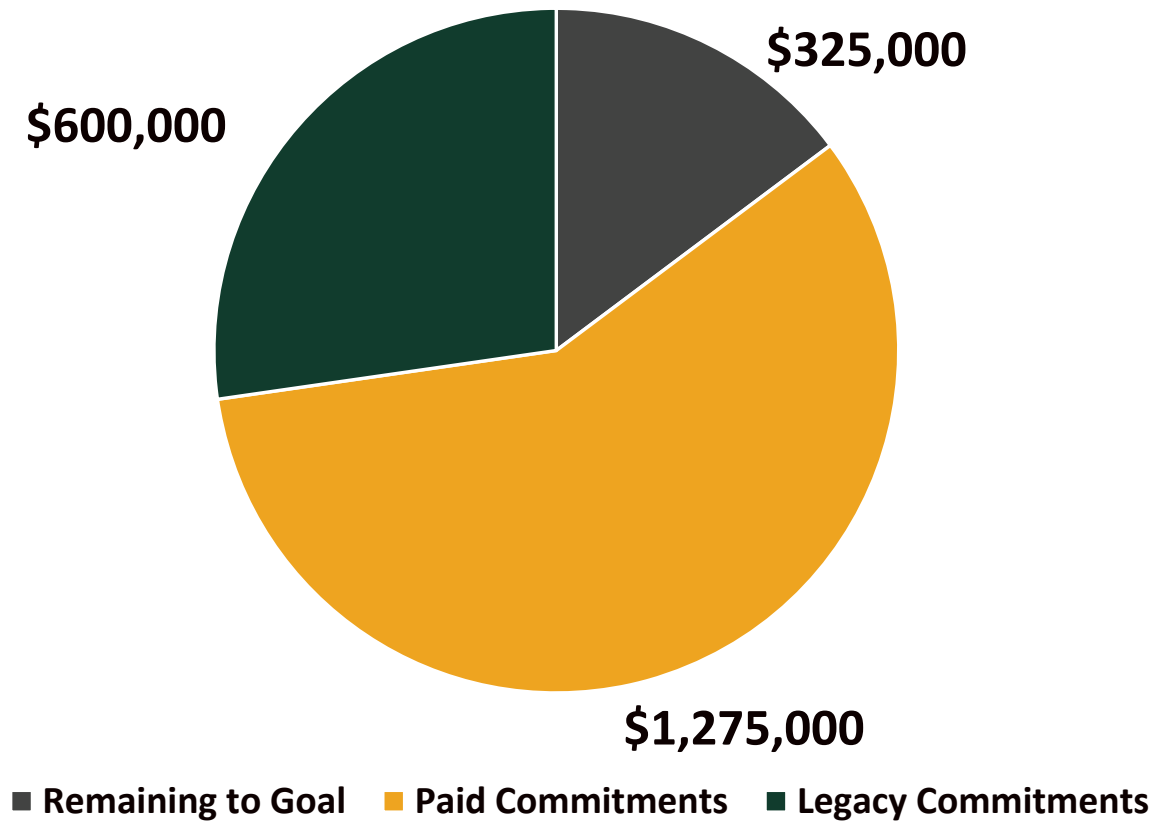
- **Logistics**
- **Agriculture**
- **Real Estate**
- **Government**
- **Construction**
- **Filmmaking**
- **Energy**
- **Insurance**
- **Journalism**
- **Transportation**
- **Telecommunications**
- **Education**





- **\$20,000 awarded by SCHEV in August, 2019**
- **RBC received the only planning grant in the state to develop an internship program focused on preparing tech students**
- **Recruiting partners to offer paid internships to students**
- **Advisory panel has been selected**







Richard Bland College
of WILLIAM & MARY



REPORTS FROM JOINT RBC-W&M WORK GROUPS



Richard Bland College
of WILLIAM & MARY

MS. STACEY SOKOL
Program Manager



Richard Bland College
of WILLIAM & MARY

HYBRID WORK COLLEGE FEASIBILITY STUDY





Conducted by VCU Executive MBA program - \$4000

- **Spring 2020 semester: January to April**
- **Team of 5 to 7 students:**
 - **14 years average work experience**
 - **Diverse industries and viewpoints**
- **Faculty advisor:**
 - **Higher education – business strategy and culture, brand management**
 - **Retail operations**
- **Additional external SMEs, as needed**



Richard Bland College
of WILLIAM & MARY

MS. AMY SEBRING

Vice President & Technology

DR. TYLER HART

Chief Development Officer



Richard Bland College
of WILLIAM & MARY

SHARED SERVICES ANALYSIS





Guiding Questions

- Is there an opportunity for RBC to save money by outsourcing some or all of its “back office” operations to W&M or another entity?
- If outsourced to W&M, is there an opportunity to reduce overall costs as W&M increases scale?

Key Assumptions

- RBC would enter into a fee-for-service arrangement to have W&M, or another third-party, provide services in one or more administrative areas



Step 1

IDENTIFY RBC CURRENT COSTS

- Analyze current cost of RBC administrative services in key areas, including, potentially:
 - Accounts Payable
 - Travel and Entertainment
 - Procurement
 - Information Technology
 - Human Resources
 - Facilities Planning & Design
- Evaluate absolute cost

Step 2

IDENTIFY W&M CURRENT COSTS

- Analyze current cost of W&M administrative services in the same areas, evaluating absolute cost and cost per transaction, where available/applicable

Step 3

COMPARE COSTS ACROSS INSTITUTIONS

Step 4

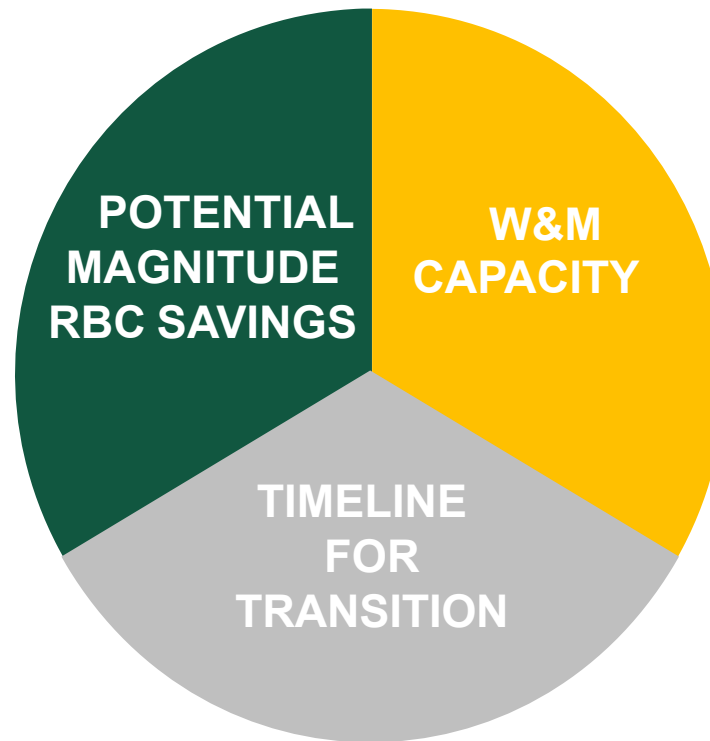
EVALUATE COST STRUCTURES RELATIVE TO NATIONAL SHARED SERVICES BENCHMARKS

- VCCS shared services division
- Other government and higher education data



POTENTIAL FINANCIAL IMPACT & PRIORITIZATION

In cases where W&M's cost structure is less than RBC's, we will evaluate





October

- Clarify project goals
- Review prior RBC work related to shared services
- Develop analytical approach
- Reach out to industry expert for guidance/validation of approach

November - December

- Complete Current Cost Assessment at RBC and W&M
- Share cost data with industry expert for future analysis and comparison to benchmarks

December - January

- Establish W&M fee structure
- Calculate magnitude of potential cost savings to RBC
- Prioritize service areas based on potential savings
- Evaluate capacity and timeline for transition
- Report out to the presidents

February

- Presidents report out the the Board



Richard Bland College
of WILLIAM & MARY

DR. TIFFANY BIRDSONG

Faculty Representative, W&M Board of Visitors

MR. SOLOMON ASARE

Student Representative, W&M Board of Visitors



Richard Bland College
of WILLIAM & MARY

STUDENT ASSEMBLY

President: Jeremiah Foltz

Vice-President: Alden Di Dio

Treasurer: Junghoon Lee





- **Enhance relationship between students, faculty, and administration**
- **Increase:**
 - **Student engagement**
 - **Leadership opportunities**
 - **Civic engagement**



Website Launch

- Launched on October 23, 2019
- Purpose:
 - Access to officers and processes
 - Sustainability

Organization Growth

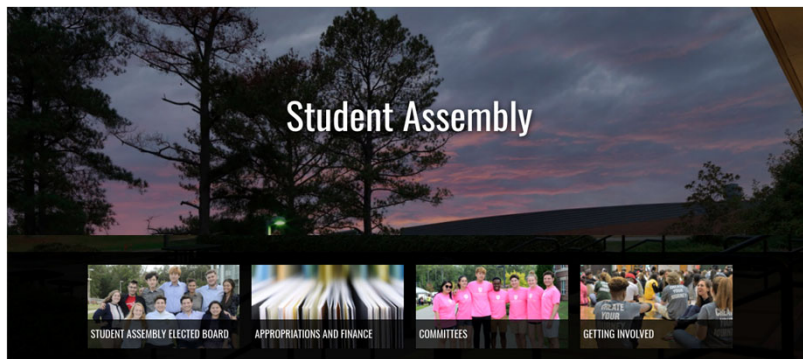
- Initiated five standing committees
- Growth of 300%

Peer Mentor Program

- Utilizes Mental Health First Aid Training
 - Skills-based training course
 - Teaches participants about mental health
- Program to commence in the Spring semester



HOME PAGE



The student assembly at Richard Bland College works to represent all students on all matters of representation.

The student assembly is made up of elected members and is supported by its committees: Research and Development, Civic Engagement, Appropriations and Finance, College Policy and Student Rights, and Health and Wellness. The student assembly encourages engagement from all levels of the College's community. Additionally, they work to ensure that campus policies remain fair, protects student rights, and builds strong relationships between the tri-city area and Richard Bland administration.

Mission

Richard Bland College's student assembly strives to increase student engagement through leadership opportunities, civic engagement, and active involvement in campus events. At its core, student assembly encourages a strong relationship between students, administration, faculty, and staff for the betterment of the Richard Bland community-at-large.

Meeting Times

- The student assembly meets every Wednesday in McNeer 104.
- Student assembly council meetings are open to the public and are held on the last Wednesday of every month from 4:30 pm to 6:30 pm.

Contact Information:
rbsa@rbc.edu



The student assembly's elected board represents a number of student interests.

The student assembly's elected board is comprised of the **executive board** (president, vice president, and treasurer) and the following representatives:

- Secretary
- Historian
- First-Year Student Representative
- Second-Year Student Representative
- Public Relations Officer
- International Student Representative
- Commuter Student Representative
- Residential Student Representative

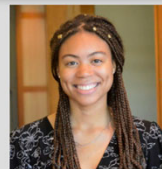
Interested in running for a position on the elected board?

Elections for executive board positions take place in the spring, while all other positions are elected in the fall.

Campus Life

Student Assembly

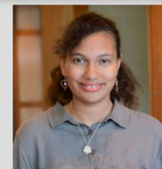
- Student Assembly Elected Board
- Appropriations and Finance
- Committees
- Getting Involved
- Residential Living
- Athletics
- Bookstore
- Clubs
- Dining
- Honor Code
- Account Setup



Cassidy Richardson

Secretary

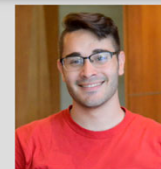
Cassidy Richardson is a freshman and is the student assembly's secretary. She is dedicated to the organization and documentation of student assembly affairs and the promotion of student engagement.



Linah Nadeau

Historian

Linah Nadeau is a freshman and the student assembly's historian. She is dedicated to taking photos of campus events for students' enjoyment and for posterity as well as record-keeping of all student assembly decisions.



Evander Gonzalez

First-Year Representative

Evander Gonzalez is a freshman and is the student assembly's first-year student representative. He is dedicated to ensuring a positive and productive first-year student experience for all.



Student Assembly is responsible for approving and increasing funding for all student organizations.

Student organizations are responsible for submitting their requests for funding to the Student Assembly. The Student Assembly is responsible for reviewing and approving or denying the requests.

Funding Allocation

- Student Assembly is responsible for allocating funding to student organizations.

Budget

- Student Assembly is responsible for reviewing and approving the budget.

Student Organization Funding Terms

- Funding Requested
- Student Request

Campus Life

- Student Assembly Elected Board
- Appropriations and Finance
- Committees
- Getting Involved
- Residential Living
- Athletics
- Bookstore
- Clubs
- Dining
- Honor Code
- Account Setup

FINANCE PAGE

ASSEMBLY MEMBERS PAGE



Student Assembly Committees

[Committee Member Application](#)

Appropriations and Finance Committee



Civic Engagement Committee



College Policy and Student Rights Committee



Health and Wellness Committee



Research and Development Committee



On This Page...

- Apply to become a member
- Access Mission statement
- Contact individual committees
- View committee mentors

Appropriations and Finance Committee



Civic Engagement Committee



The Committee for Civic Engagement encourages students to be present and active in their community through service-learning and increasing their awareness of local issues. The committee hopes to increase voter turnout and invoke meaningful conversations on campus.

Chair: [Donald Edgerton](#)

Vice-chair: TBD

Members:

- Alexis Belemu
- Jamie Fields
- Peter Gerges
- Emily Helton
- Noah Muskett

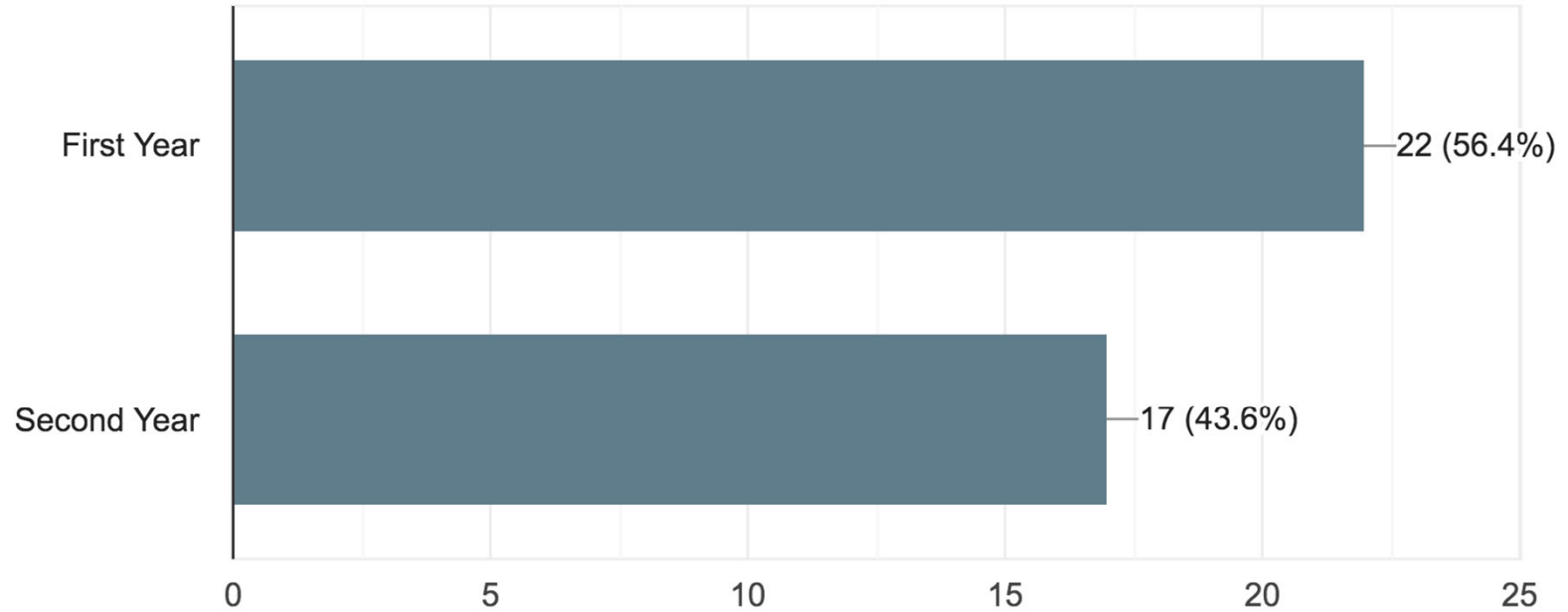
Mentor(s): [Adam Zucconi](#), [Lashrecse Aird](#)



COMMITTEE MEMBER BREAKDOWN

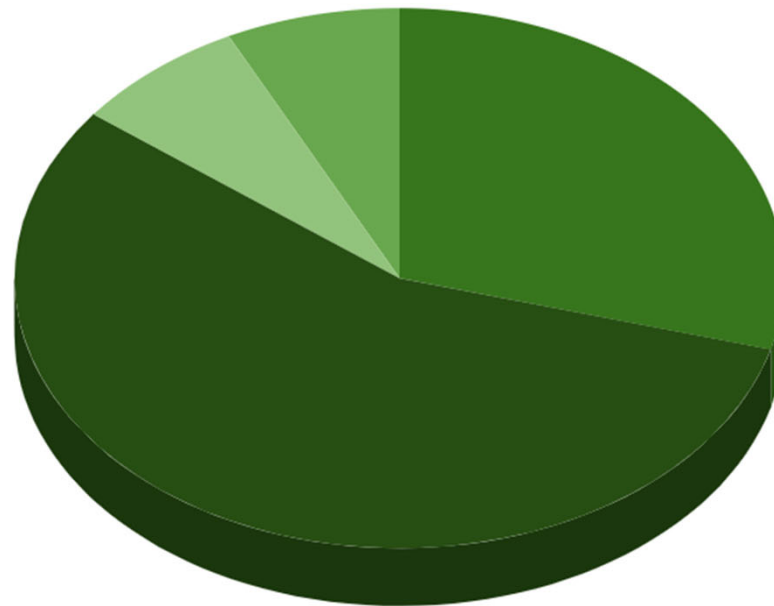
Are you a First-Year, or a Second-Year

39 responses





Committee Member Breakdown



● Commuter ● Resident ● International Student ● Athlete



- Act as a mentor for the student assembly committee
- Provide feedback and guidance as needed
- Goals:
 - Encouraging relationships between students and administration
 - Allows students to grow as leaders while being mentored through their leadership





Richard Bland College
of WILLIAM & MARY

DR. DAN FRANKE

Assistant Professor of History
Champion of Student Engagement



- **RBC Debate Team**
- **History Club**
- **Fencing Club**
- **Medieval Festival**

