



Richard Bland College
of WILLIAM & MARY

RBC COMMITTEE
W&M Board of Visitors

February 10, 2022

CHAIRMAN'S REMARKS



MR. VICTOR BRANCH

W&M Board of Visitors
RBC Committee Chair



PRESIDENT'S REMARKS



DR. DEBBIE SYDOW

President



VA FAME



MR. THOMAS MIDGETTE

FAME Director



FAME – Federation for Advanced Manufacturing Education



What is FAME???



Central VA FAME Overview



Federation for Advanced Manufacturing Education

Part of the FAME–USA National Organization

Collaborative Work Study Program

Industry Driven: working to fill the gaps of Advanced Manufacturing Technicians (AMT).



Central VA FAME Overview



Process

Attend classes 2 days a week, working towards Associates
Work 3 days a week for sponsoring industry partner

Pay

\$15-17/hr while in the program
\$50-55k once hired on full-time

Success Rate

85-90% of trainees that complete the program are offered full-time employment

Goal

Local manufacturing partners hire local students
Students gain skills and education needed for successful careers

Virginia FAME – Central Region Chapter Members

1

coesia

2

Sabra

3

...ept
connectors

4

blueprint automation
bpa

5

niagara

6

AMPAC™
FINE CHEMICALS

7

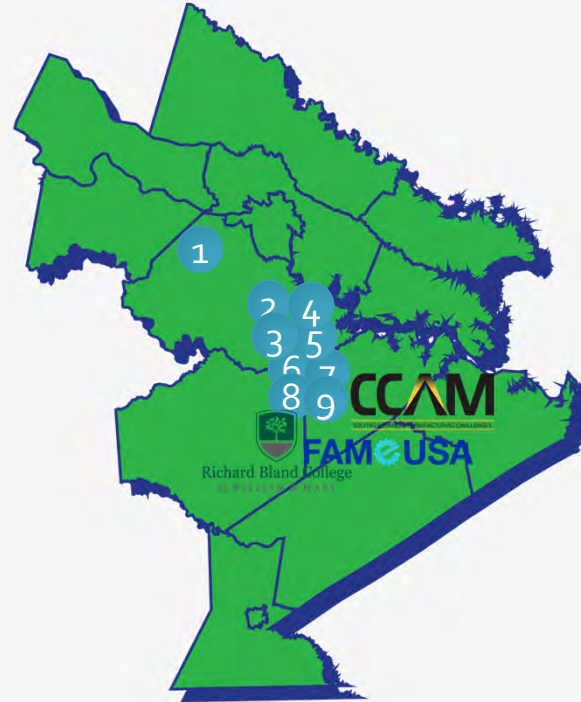
Phlow

8

CIVICA

9

Amsted Rail



- Encouraging Chapter expansion with manufacturers in the region.
- A valuable business attraction tool for all localities in the area.





Central VA FAME - 1st Semester

Cohort 1 - Class of '23 - VA FAME Student Profile



Average H.S. GPA: 2.95

Average SAT: 1215

Average Pay: \$16/hr (2 students - \$18/hr)

Tuition Assistance: 58% of VA FAME students receive T.A. from employer

School Districts: 5 (Chesterfield, Henrico, Isle of Wight, Prince George, & Annapolis)

Sponsoring Employers: 5 (Ampac, Amsted, BPA, EPT, G.D. Coesia)

Fall 2021 Course Summary



Technical Core

- ☐ AMET 131: Electricity Fundamentals
- ☐ AMET 111: Safety Culture & Shop Fundamentals

General Education Core

- ☐ ENGL 101: Rhetoric & Reasoning
- ☐ COMM 101: Public Speaking

Overall GPA: 3.28

Spring 2022 Courses



Technical Core

- ☐ AMET 121: Theory of Industrial Automation
- ☐ AMET 201: Applied Electronics

General Education Core

- ☐ ENGL 102: Rhetoric & Reasoning II
- ☐ MATH 121: Pre-Calculus I

Central VA FAME Funding



- ❑ GO Virginia grant awarded Spring 2021 to launch program
- ❑ Prince George County contributed \$100K
- ❑ VA FAME recently awarded generous \$100K contribution from Cameron Foundation

Central VA FAME & RBC Strategic Plan



“Principles of guided pathways and a hybrid work-college experience.”

“A more expansive menu of well-defined pathways to high-demand fields”



LEGISLATIVE UPDATE



MR. JEFF BROWN

Director of Special Projects & Operations



2022 GENERAL ASSEMBLY – BUDGET REQUESTS

- Compliance
- Student Success
- RBC Online
- Shared Services Consortium

RICHARD BLAND COLLEGE 2021-2022 BUDGET REQUEST



MISSION

The mission of Richard Bland College of William and Mary is to prepare students for a lifetime of endless potential. We accomplish this by preparing students for university transfer through academically rigorous programs grounded in the liberal arts tradition of the College of William & Mary, and by expanding access to college credentials through strategic partnerships, specialized programming, and scalable innovation.

2021-2022 BUDGET REQUEST

The College's budget request is rooted in its 2020-2025 strategic plan, "Seize Your Potential," and incorporates the goals set forth in the Governor's priorities for the Commonwealth, the Higher Education Opportunity Act, the Growth4VA campaign and State Council for Higher Education in Virginia's, "Pathways to Opportunity: The Virginia Plan for Higher Education."

Strategy 1

COMPLIANCE PERSONNEL

\$1,050,000 (year 1 and 2)

Compliance issues related to accreditation standards (SACS-COC), Title IX, the Clery Act and Information Technology critical infrastructure security remain unfunded. Funding for the College's Diversity, Equity and Inclusion Plan to ensure successful implementation consistent with the ONE Virginia Strategic Plan for Inclusive Excellence is requested for curriculum development and staff training.

Strategy 2

STUDENT SUCCESS

\$2,277,284 (year 1 and 2)

RBC is committed to comprehensive guided pathways reform through easy to navigate onboarding, clearly defined pathways that outline workforce friendly majors and credentials, a work-oriented curriculum, fast track programs, high touch intensive student centric support across the college and use of tools for faculty and students that provide useful information about assessment and progress.

Strategy 3

RBC ONLINE

\$1,270,000 (year 1 and 2)

RBC seeks to expand its reach beyond traditionally-aged, on-campus students via RBC Online, a college within a college structure that focuses on credentials to adult/post-traditional learners, as well as learners who may be geographically removed from RBC's geographic service area.

Strategy 4

SHARED SERVICES CONSORTIUM

\$400,000 (year 1 and 2)

RBC will implement a shared services consortium to produce new revenue, gain efficiencies, and decrease cost associated with non-core business functions at the College.



INNOVATIVE MODEL FOR HIGHER EDUCATION

Richard Bland College shall provide a plan to the Chairs of the House Appropriations and the Senate Finance and Appropriations Committees by November 1, 2022, on the steps necessary to transition to an innovative model for higher education that prepares citizens for jobs in high-demand fields and in industries critical to the economic development of the Petersburg area, Virginia Gateway Region and Commonwealth of Virginia, to begin implementation in the 2024-2025 academic year.

Richard Bland College shall work in consultation with the Virginia Secretary of Education, the State Council of Higher Education for Virginia, William and Mary, and the regional post-secondary and secondary education institutions in the development of this plan.



GROUND LEASE AUTHORIZATION

Subject to the provisions of this act, the General Assembly authorizes Richard Bland College to enter into a ground lease, of 186 acres adjacent to the main campus, with a Foundation of the College, which may include the Richard Bland College Foundation, for the purpose of economic development or the development of campus-needed facilities, including but not limited to offices, student services, auxiliary activities, athletics and residential housing.





60 DAY COMMUNICATION PLAN

- **New Model for Higher Education Needed**
- **Federated Advanced Manufacturing Education FAME's Work-Learn Model**
- **Early College**
- **Guided Pathways for Success**
- **Jobs of Tomorrow**



OPERATIONAL EFFICIENCY



MR. PAUL EDWARDS

Chief Business Officer



IT MANAGED SERVICES

Ellucian Managed Services

- **Division of Ellucian (Banner)**
- **50 years in higher education**
- **160 current IT managed services engagements**
- **90% contract renewal**
- **74% of clients are 10+ years**
- **0 cancellations for breach or cause**



The timeline....

- **Initial meeting – November 17, 2021**
- **Contract agreement – December 31, 2021**
- **Transition – January 1 thru February 28, 2022**
- **Go live – March 1, 2022**



IT MANAGED SERVICES

Why is RBC transitioning to a managed services solution?

- **Strategic Goal – Sustainability in Operation**
- **Improved quality/service for academic and admin. computing**
- **Outstanding bench strength/depth otherwise unaffordable**
- **Supports College's innovation initiatives:**
 - **Virtual Dual Enrollment**
 - **Virtual School of Technical and Professional Studies**



SHARED SERVICES CONSORTIUM

Phase 1 – Collections – set-up complete (early Feb 2022)

Phase 1 – 2-month RBC-only trial period (Feb – Mar 2022)

Phase 1 – Invite new members to join SSC - collections

Phase 2 – ERP assessment to begin in 2-3 weeks



PROMISE SCHOLARS PROGRAM REVIEW



DR. TYLER HART

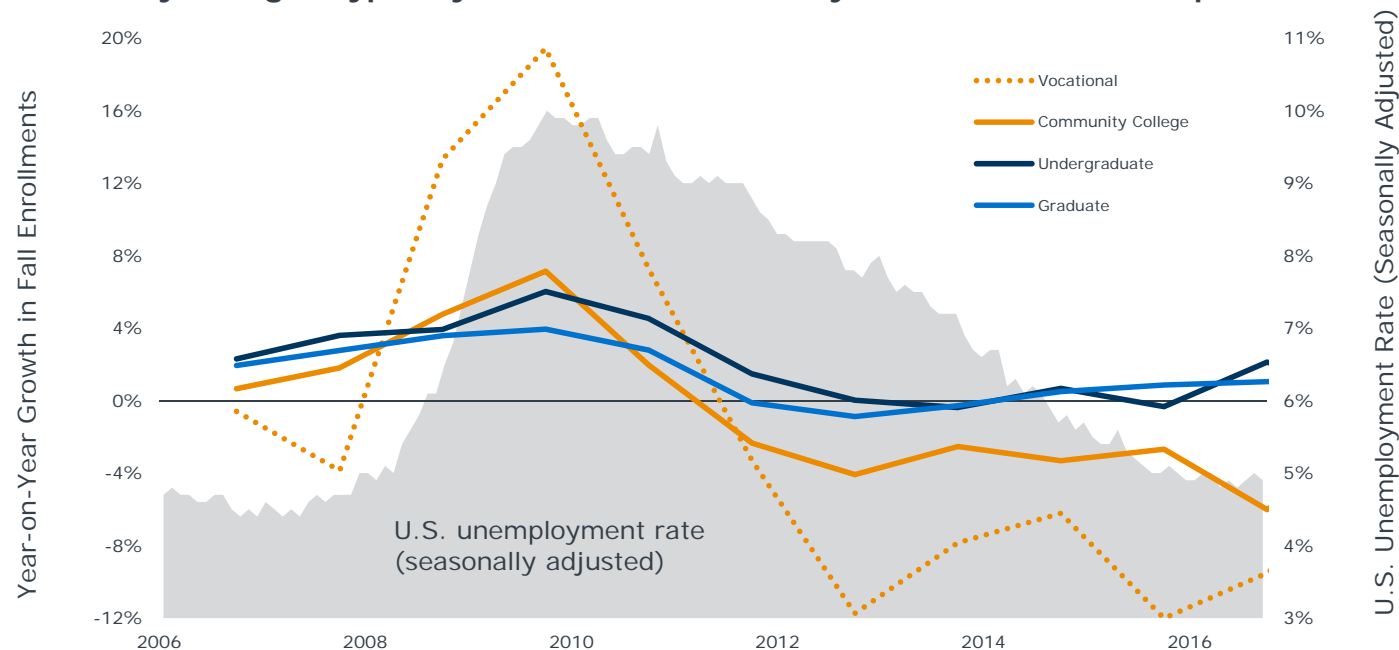
Provost



How Countercyclical are Enrollments?

27

Community Colleges Typically Benefit from Countercyclical Enrollment Bump



Percentage point growth in enrollment during high unemployment:

Graduate
+2.3%

Undergraduate
+3.6%

Community College¹
+6.9%

Vocational²
+20.2%

1) Includes all public 2-year institutions.

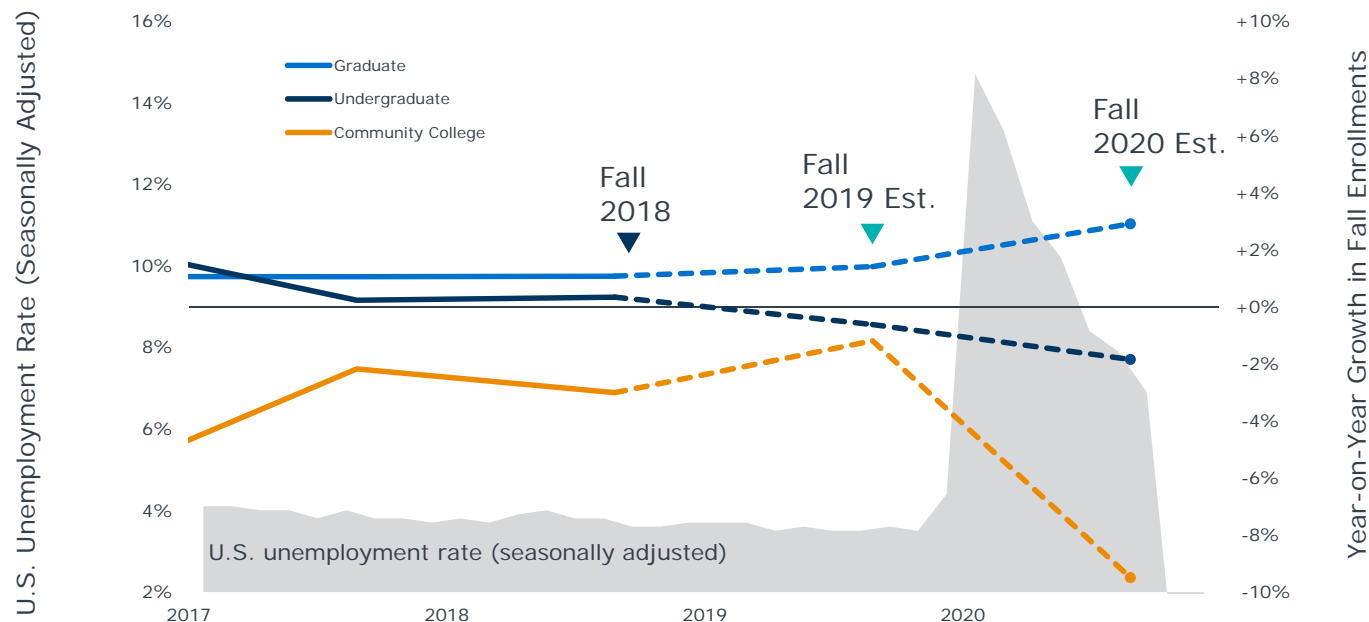
2) Includes all less-than-2-year institutions and all private nonprofit and for-profit 2-year institutions.

COVID-19 Cancelled The Countercyclical Boom



The Pandemic's Rapid Rise in Unemployment Failed to Increase College Enrollment

Actual and Estimated¹ Fall Enrollment Through 2020 and Unemployment



How COVID-19 Led to A Recession Enrollment Bust:

1 Rapid Unemployment

2 Impact on Low-Income Households

3 Non-Economic Impacts

1) Dotted lines indicate fall enrollment values estimated using NSC data

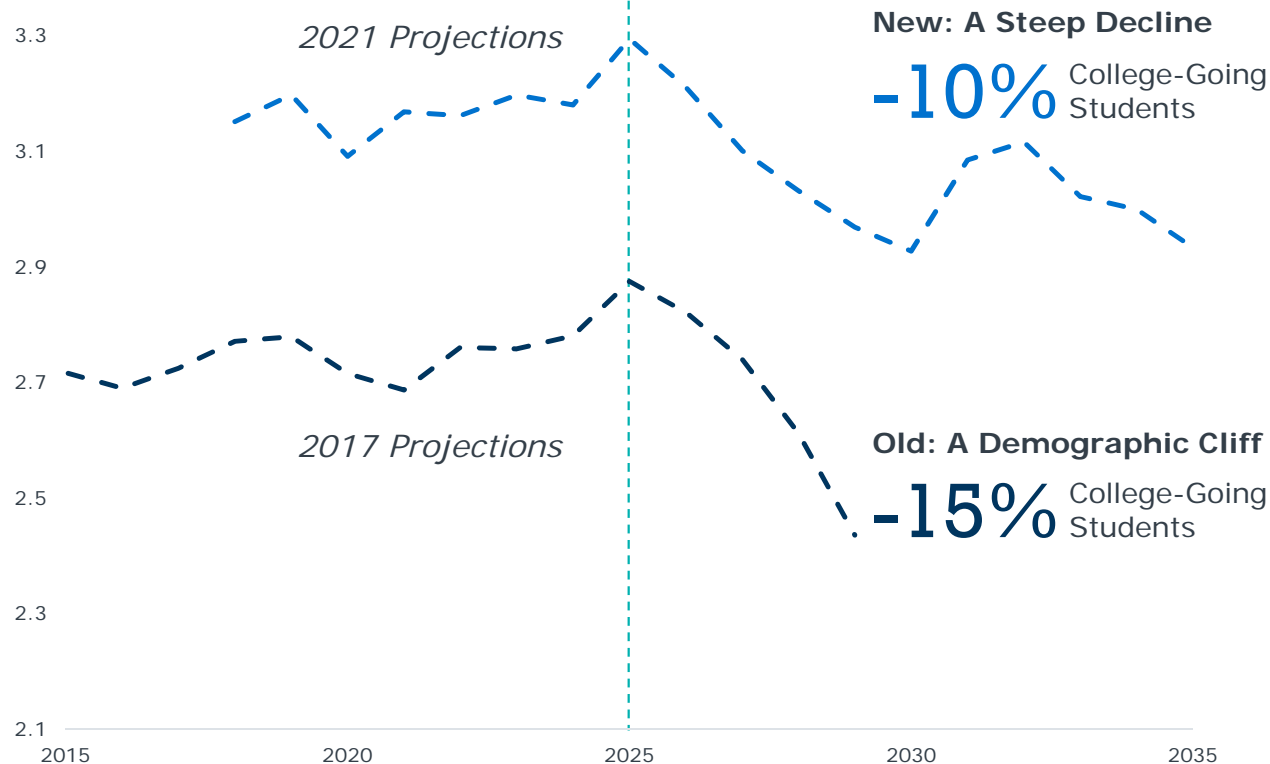
An Only Slightly Less Pessimistic Projection

Years of Enrollment Stagnation...

Millions of College-Going Students

Followed by Dramatic Decline

2025 Onwards



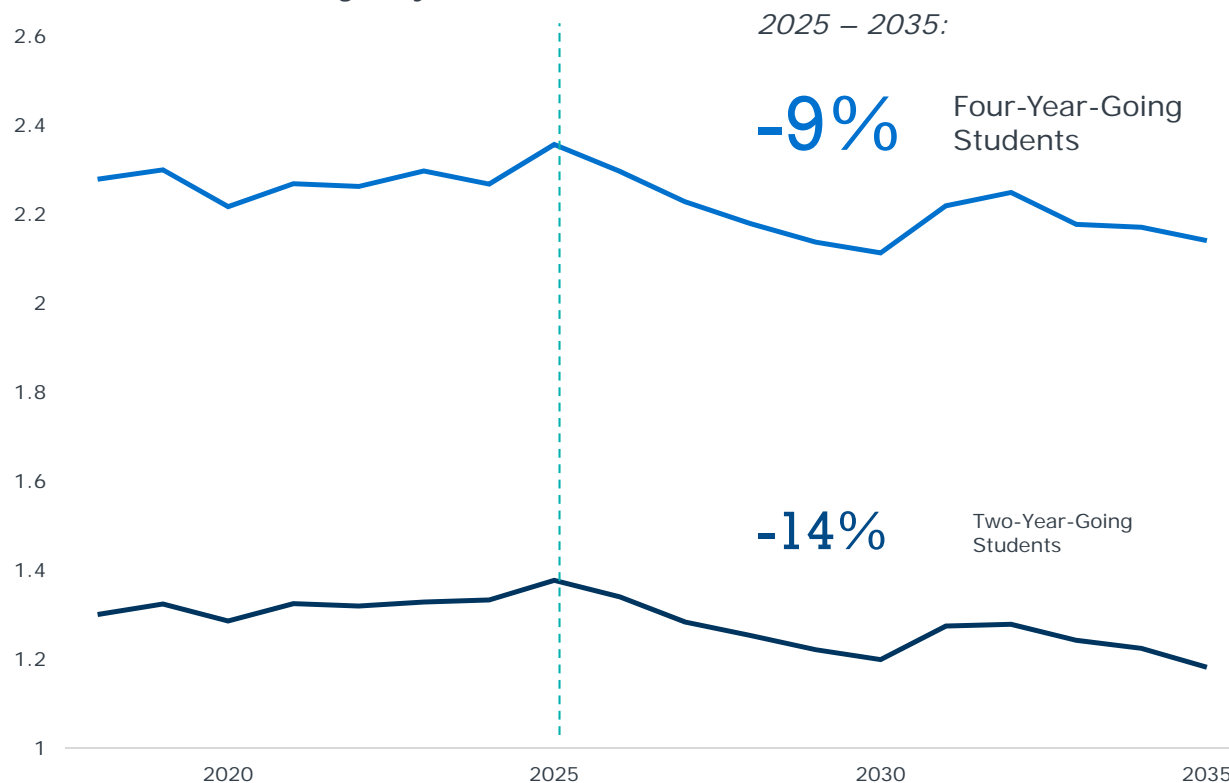
But No Relief for Two-Years



New Data Predicts Steep Drop in Demand for Community Colleges

Projected Demand for Higher Education by Segment

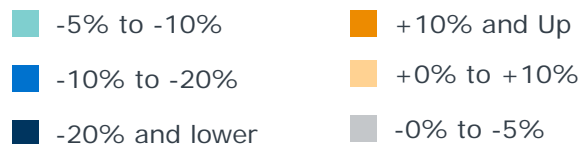
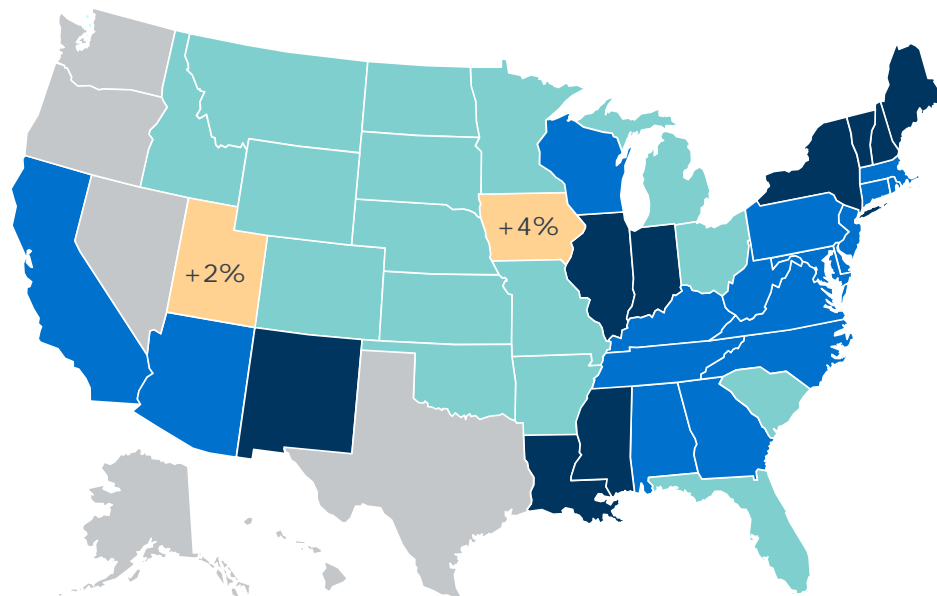
Two- and Four-Year Going 18-year-olds, in Millions



A Nearly-Universal Population Cliff

Falling Birthrates Will Hit Institutions Across the US

Percent Change in the Population of 18-Year-Olds, 2025-2035



Less Selective Institutions Bear the Brunt

Change in demand, 2025-2035

-1% *'Elite'*
Top 50¹ research universities & liberal arts colleges

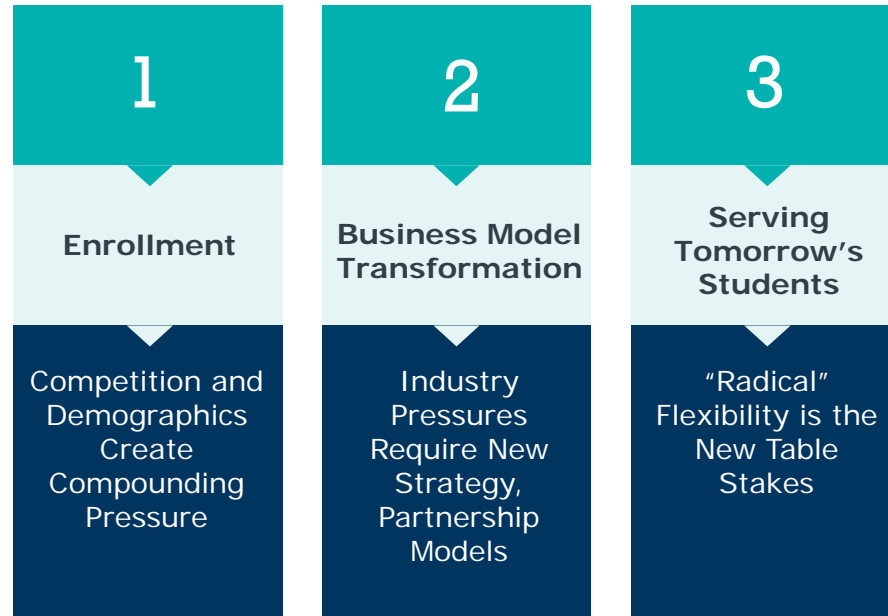
-5% *National*
Top 50-100¹ research universities & liberal arts colleges

-10% *Regional*
Ranked¹ outside of Top 100

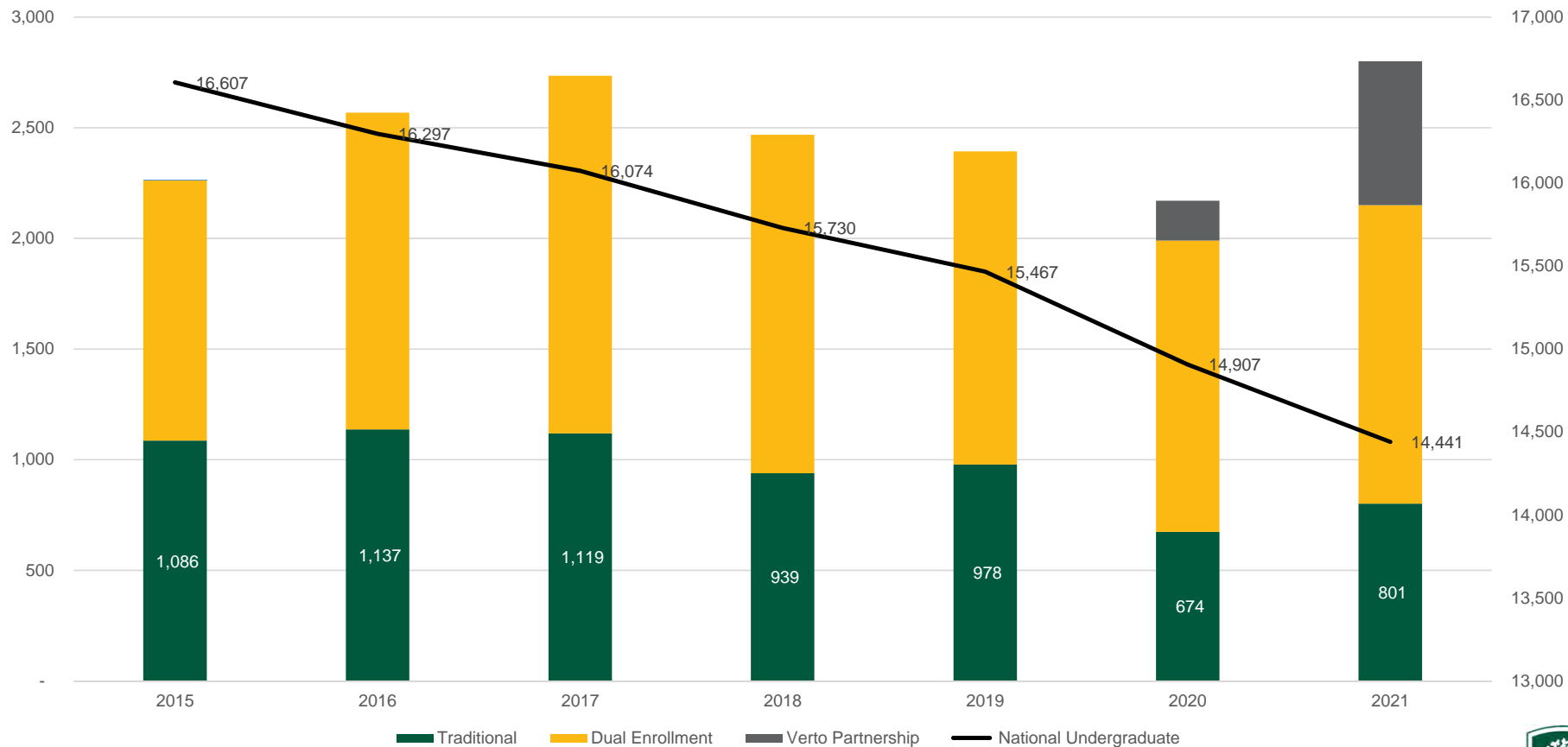
-14% *Two-Year*

1) Based on US News and World Report

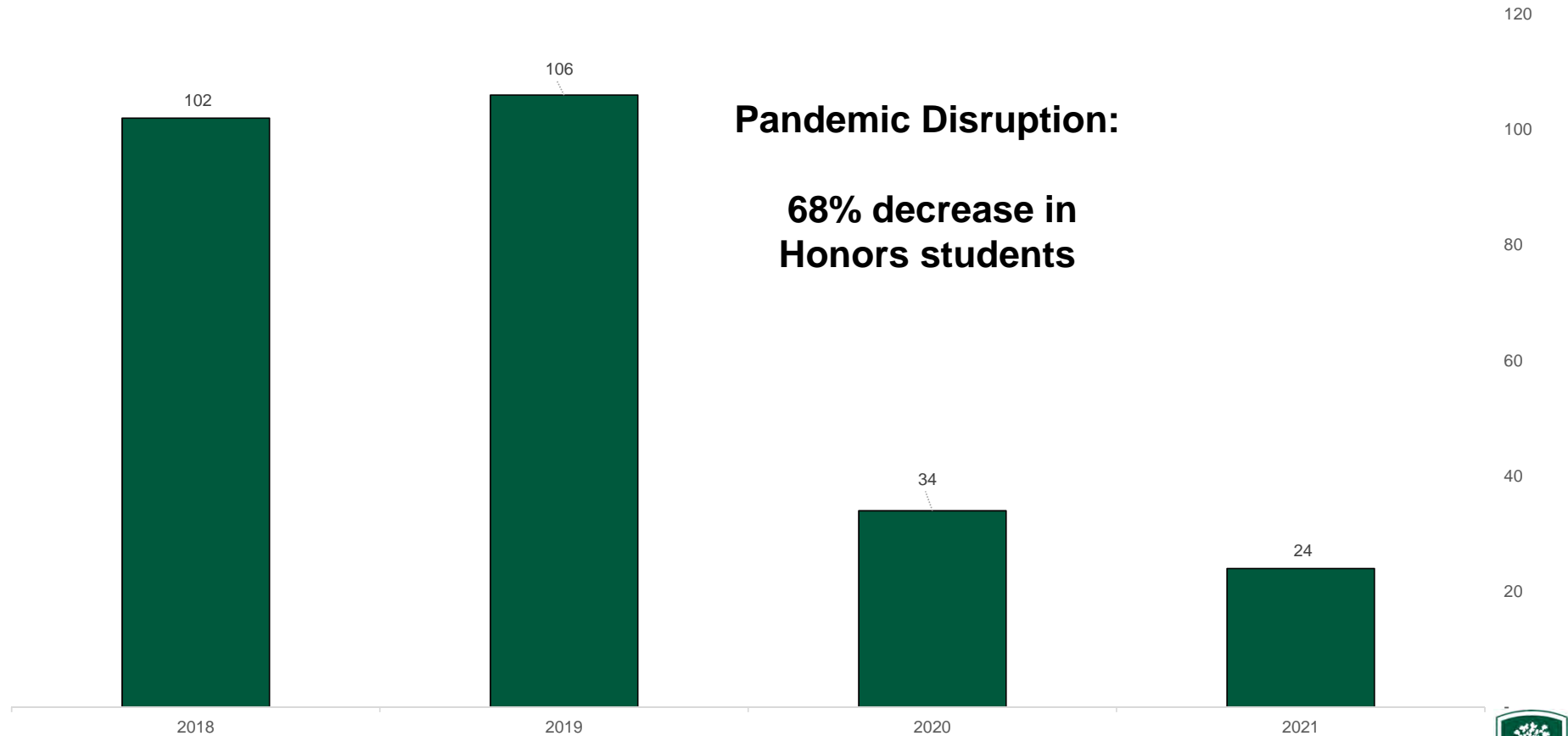
Three Imperatives for the Post-Vaccine Institution



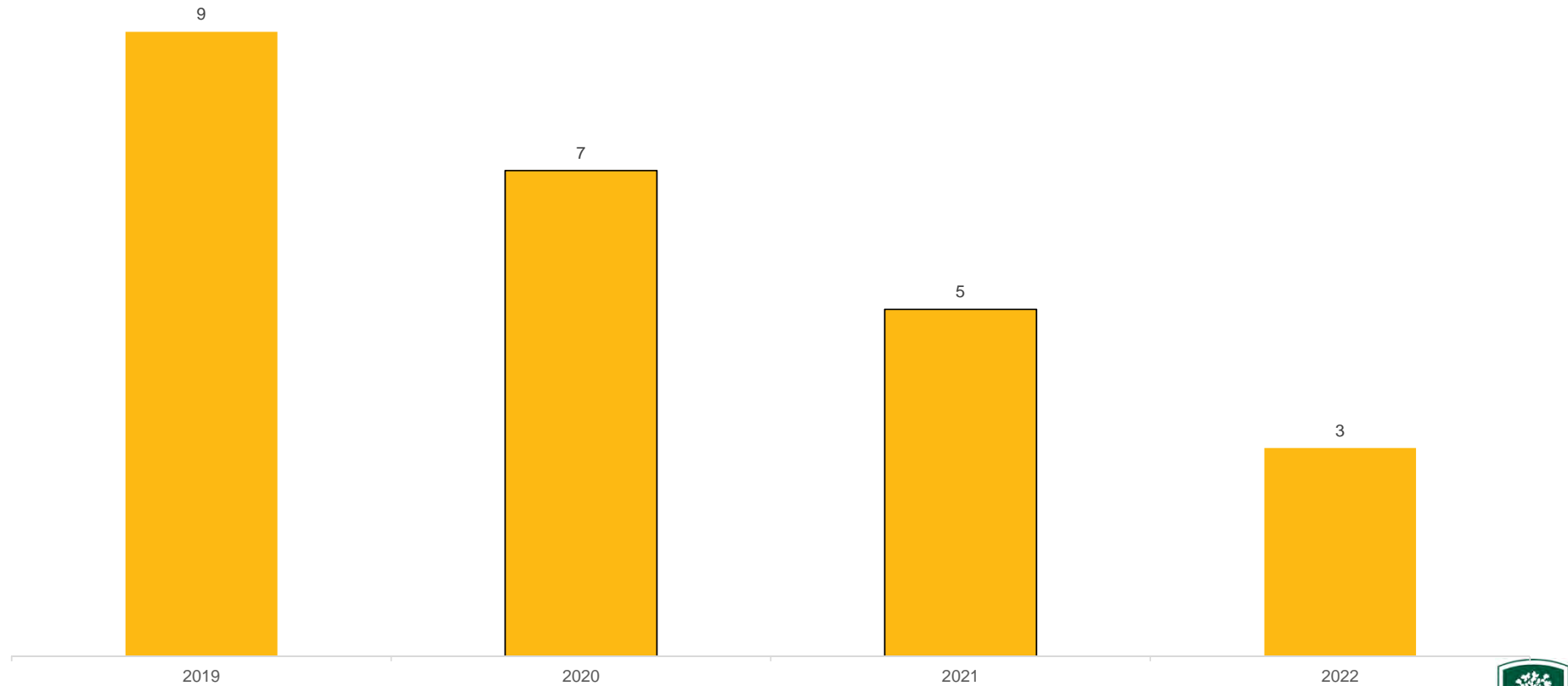
FALL HEADCOUNT



HONORS / PROMISE



PROMISE MATRICULANTS



W&M MATRICULANTS

Fall 2019 – 9 Matriculants

- 4 graduates
- 2 still enrolled
- 2 suspended
- 1 transferred out

Fall 2020 – 7 Matriculants

- 6 still enrolled
- 1 withdrew after first term

Fall 2021 – 5 Matriculants (still enrolled)

Fall 2022 – 3 at RBC enrolled in CHEM 150



CHALLENGES

- **Turnover in key positions**
- **Branding Challenge - Low-income, high-achieving students have many options**
- **Under-represented populations seek a clear career trajectory; W&M's undergraduate program (liberal arts curriculum) can be perceived as limiting.**
- **Administrative Challenges - must have the right players on both teams**
- **Lack of Promotional Resources ... and Promotion**
- **Evaluation of all RBC to W&M pathways**



OPPORTUNITIES

- **Early Exposure**
 - **RBC Admissions**
 - **Early Connection to W&M (as RBC freshmen)**
- **RBC Participate in Selection of Promise Fellows**
- **Organized Information Sharing**
- **W&M Promotion of Promise Scholars Program**



USDOE DESIGNATION - TITLE III / TITLE V ELIGIBLE INSTITUTION



MS. RAMONA TAYLOR

Senior Assistant Attorney General





Richard Bland College

of WILLIAM & MARY

USDOE DESIGNATION AS TITLE III &
TITLE V ELIGIBLE INSTITUTION

MINORITY SERVING INSTITUTION

A category of educational establishments (federally recognized Title IV colleges and universities) based on either *historical origin* or *enrollment criteria* (typically the percentage of enrolled minorities at a particular school).

MSI's educate about 30% of the nation's undergraduate students.



RBC IPEDS DATA

	2018	2019	2020
ANNAPISI	9.5	12	16.2
NASNTI	.2	.4	.5
HSI	1.9	3.7	4.6
MSEIP	30.3	27.7	27.8
PBI	28.3	21.9	21.6

✓ ANNAPISI – Asian and Pacific Islander UG enrollment equal to or greater than 10%

✓ ANNH - Native American UG enrollment less than 20% and Pacific Islander UG enrollment equal to or greater than 10%

✓ NASNTI - Native American UG enrollment equal to or greater than 10%

✓ HSI, HSI Stem and PPOHA – Hispanic FT UG enrollment equal to or greater than 25 %

✓ MSEIP – Total minority enrollment except Asian equal to or greater than 50%

✓ PBI and PBI-MA – Black enrollment equal to or greater than 40%



TYPES OF MSIs

- ❑ **Predominantly Black Institutions**
- ❑ **Historically Black Colleges and Universities**
- ❑ **Alaska Native and Native Hawaiian-Serving Institutions**
- ❑ **Native American-Serving Nontribal Institutions**
- ❑ **Developing Hispanic-Serving Institutions Program**
- ❑ **Asian American/Pacific Islander Serving**
- ❑ **Promoting Postbaccalaureate Opportunities for Hispanic Americans**
- ❑ **Strengthening Institutions Programs (SIP)**



TIMELINE

- ✓ **Register HEPIS**
- ✓ **Collect necessary data - IPEDS generally**
- ✓ **Invitation to Apply for status/grants – Jan 2022**
- ✓ **Determination of Eligibility Letter issued Jan 2022**
- ☐ **Application Deadlines – mid- May (SIP)**
- ☐ **Application Deadlines – mid- July 2022**



MINORITY SERVING INSTITUTION

ELIGIBLE FOR A WAIVER OF THE NON-FEDERAL SHARE MATCHING REQUIREMENTS UNDER:

- Federal Work Study Program (FWS)
- Federal Supplemental Educational Opportunity Grant Program (FSEOG); and the
- TRIO Student Support Services Program

POTENTIALLY ELIGIBLE FOR A WAIVER:

- Undergraduate International Studies and Foreign Language (UISFL) Program matching requirement

AND MORE...



FACULTY & STUDENT REPORTS



DR. DAVID MCCARTHY
Associate Professor in History



THULANI JAYASINGHE
RBC Student Rep, BOV



HONORS PROGRAM



DR. THOM ADDINGTON

Director of Student Success



Cohort

- 17 incoming students (10 honors, 7 Promise Scholars)
- 65% above a 3.5 GPA, 29% with a 4.0 after Fall '21

Program

- Review of Honors experience
- Thematic orientation

Additions

- Jneva Noorfleet



QUESTIONS?



Richard Bland College
of WILLIAM & MARY



Richard Bland College
of WILLIAM & MARY

Thank you