



Richard Bland College
of WILLIAM & MARY

REPORT FROM PRESIDENT AND ADMINISTRATION

RBC COMMITTEE, W&M BOARD OF VISITORS

NOVEMBER 17, 2020



Richard Bland College
of WILLIAM & MARY



LORIN SODELL, Business Process Lead
BETSEY ODELL, Director of Development

Developed in partnership with T. Hart, S. Sokol + RBC team



Completed and Current Work (\$2.23M)

- **Sep 2019:** Completed ODU BCET stackable automation and robotics paths from certificate to masters (\$250K ARM grant)
- **Apr 2020:** Completed operational business plan for AMA completed (\$50K GO VA grant)
- **Jan 2020:** Formalized partnership between RBC & CCAM to create AMA
- **Aug 2020:** Completed program to train apprentices and transitioning military in mechatronics/automation (\$430K GO VA grant)
- **Oct 2020:** Launched planning phase of Virginia's Virtual Workforce to create online learning platform using augmented & virtual reality and simulation with ODU's VMASC mechatronics/automation training (\$1.5 M GO VA grant)



- **Dec 2020:** CCAM & RBC team with local manufacturing companies to form VA chapter of FAME to offer AMT program
- Participating companies to include:



Altria



coesia





Federation for **A**dvanced **M**anufacturing **E**ducation

Professional
Behaviors

Manufacturing
Core Exercises

Manufacturing
Core Exercises

Daily Expectation/
Reinforcement/Feedback/Correction

Traditional
Classroom & Lab

Learn It, Live It

Advanced **M**anufacturing Technician Program

- Multiskilled maintenance technician
- Employer-led and employer-managed scalable program
- 5 semester work/study co-op model
- Emphasis on academic foundations and excellence with professional behaviors and practices



FAMEUSA

Career Pathway

Pre-AMT pathway development:

- Partnerships in K-12 environment to improve recruiting
- Intentional K-12 exposure to STEM, robotics, and manufacturing

Post-AMT pathway development:

- Two + Two Bachelor option
- Maintenance career prepared for accelerated promotion, responsibilities, and compensation

Expands the number and diversity of those interested in manufacturing careers

- Focus on recruiting underrepresented populations into manufacturing



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RBC INNOVATION + PARTNERSHIPS

TERRY MCDONOUGH

President, Alternative Learning, SEI

Developed in partnership with T. Hart, S. Sokol + RBC team



3 PHASES OF INNOVATION AT RBC

6-18 months

Digital Enablement

- **Growing online recruitment** of adult learners (w/ EAB)
- Adding high-engagement **digital courseware** to improve online course delivery + student completion (w/ SEI)
- Join **Workforce Edge** platform, becoming one of 20+ leading HEIs providing employer-funded degrees to Fortune 1000 employees (w/ SEI)

1-3 years

Test + Learn

- **Advanced Manufacturing Academy** using FAME program to train + place AMTs in local AM co's (Fall 2021)
- **"Guaranteed interview"** initiative: large employers agree to interview all candidates with both an RBC Asc + coding-bootcamp cert
- **"Learn on the Job"** program: 10-15 credits earned based on competencies demonstrated on the job with employer partners

3-5 years

"Digital Work College"

- Launch innovative and lean **employability-focused program** (or institution)
- Build program based on the best of 4-year **work colleges** plus lessons from RBC's own "Test + Learn" phase



The Workforce Edge platform will allow RBC to access students from a variety of employers in Virginia and beyond

WORKFORCE
EDGE

Streamline your education assistance process

Strategically investing in your talent — their learning, training and skills — can dramatically improve your organization's performance, culture, and retention, and help you compete and win as an employer of choice.



Workforce Edge is a free online platform that makes it easier than ever for employers to **manage education benefits** - including **employer-funded degrees** at partner universities.



Workforce Edge is designed to drive participation, gain efficiency, and increase transparency for employee education programs — at scale. SEI already works with **over 800 large US employers** to provide employer-funded degrees.



Workforce Edge allows employees to access relevant online **undergraduate, graduate, and certificate programs** approved by their employers. “In-network” programs will come from SEI’s schools, Noodle’s network of top public and private universities, and partners like RBC.

Blue Ribbon digital-first courses combine the power of storytelling with academic success.

Five years ago, SEI set out to reimagine its course catalog. Bringing together **Emmy-winning filmmakers and experienced learning designers**, we challenged our team to build online-first courses that weave **workforce-ready skills** and **rigorous academic content** in one highly engaging package.

The resulting Blue Ribbon courses are:

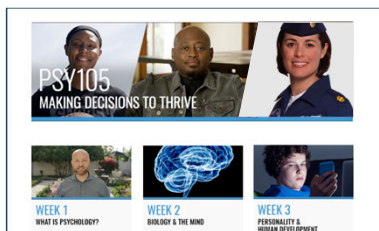
- Tested and deployed **over 400,000 times** by SEI students and faculty
- Shown to drive dramatic improvements in **1) course completion, 2) continuation, and 3) average grade point averages**
- Delivering **student satisfaction ratings** (NPS) on par with beloved consumer brands such as Apple and Amazon

<https://vimeo.com/477438965/61134e20b8>





SEI brings course content, professional development, and outcomes reporting into one pedagogical framework, with students and RBC faculty at the center



Blue Ribbon Courses¹

- Instructor-led and online-first
- Designed for a diverse student body
- Character-driven learning modules



Professional Development

- Introductory and/or advanced workshops in online facilitation
- Weekly “Office hours”
- Available to any RBC faculty member



Outcomes Reporting

- Accountability for both individual and aggregate student success
- Built into partnership model

¹: SEI & RBC pilot will test five (5) courses across History, Psychology, English, and Math (2)



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RACIAL JUSTICE & EQUITY TASK FORCE

EVANDA WATTS-MARTINEZ
Director of Counseling Services

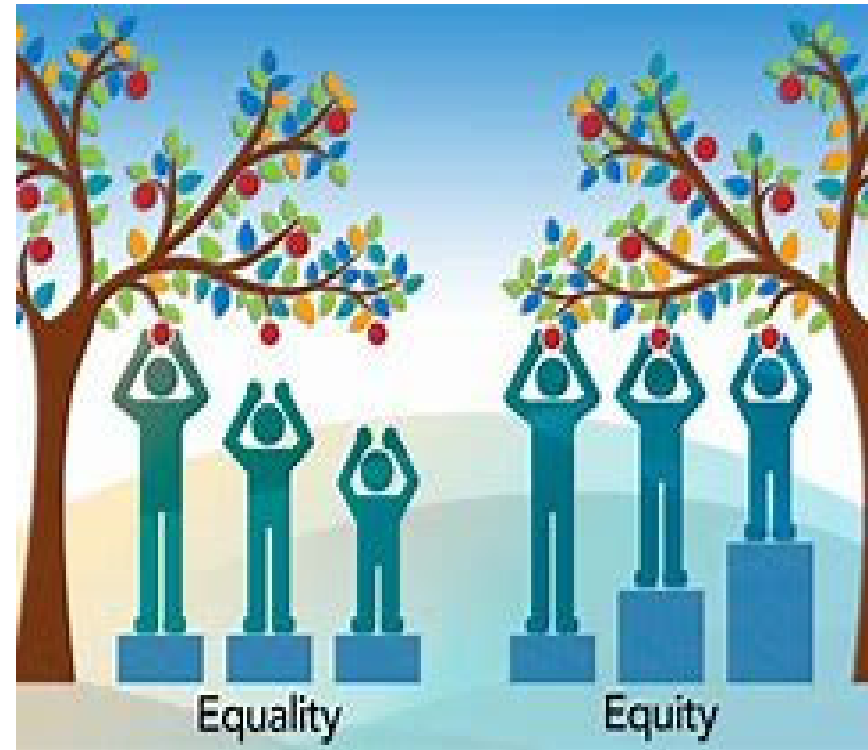
THOMAS ADDINGTON
Instructor of English



- Departmental Policies, Systems, & Practices
- RBC Current & Former Staff: Summary of Findings
- Task Force Campus Programming Fall 2020



- **Faculty Study: Summary of Findings**
- **Partnerships**
- **Task Force Programming Spring 2021**





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SAFE AND SECURE TASK FORCE

JEFF BROWN

Director of Special Projects and Operations



Available to The RBC Community



**GET YOUR FREE
FLU SHOT!**

STATESMAN HALL

October 28

10 am – Noon



RBC.EDU

GET YOUR FLU SHOT

The need for a flu shot is paramount as the country responds to the ongoing pandemic. To facilitate getting the flu vaccine, Richard Bland College is offering a free flu shot at Statesman Hall on Oct. 28 from 10 am to Noon.

**STATESMAN
SAFE & SECURE**



- ZOOM presentation
- Testing Overview presented
- By District's Epidemiologist

COVID-19 TESTING OVERVIEW



**WITH E. KATRINA SAPHREY, MP
EPIDEMIOLOGIST SENIOR
CRATER HEALTH DISTRICT**

OCT. 7 • 2 PM - 3 PM / SESSION VIA ZOOM

E. Katrina Saphrey, MPH, has served as the District Epidemiologist for the Crater District Health Departments/Virginia Department of Health since March 25, 2020. She earned her Master of Public Health with a concentration in Epidemiology from Eastern Virginia Medical School (EVMS) in Norfolk, Virginia.



Zoom QR Code

CHECK RBC EMAIL AND HANDSHAKE FOR MORE DETAILS



- Residential Move-In January 22-24
- Classes Begin January 25th
- Monday/Wednesday & Tuesday/Thursday Sessions
- Friday Labs





- **Spring Break Cancelled**
- **End of Term May 7**
- **Exams May 12 – 18**
- **Commencement May 20**






Back to School Decision Making Tool

Note: These questions address your views about how your school is preparing for school year 2020-2021. If you answer "unsure" to any items regarding your school's plan, consider reaching out to your school administrator for more information.

	Does Not Apply	Disagree	Unsure	Agree
I feel comfortable with my school's reopening plans for reducing risk of spreading COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my school has the resources needed to effectively implement their reopening plan (e.g., staffing, supplies, training).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable with my school's plan if a student or staff member test positive for COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my school has a plan to provide an effective program of instruction every day of the regular school week (generally five days).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with how my school communicates with families about the changes it is considering.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with how my school is addressing parent(s) or caregivers' concerns and questions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My child knows how to properly wear a cloth face covering and understands the importance of doing so.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My child can wear a cloth face covering for an extended period of time, if required by the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My child has a reliable mode of transportation to and from school (e.g., school bus, carpool, walk/bike, public transit).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable with how my child's mode of transportation to and from school is reducing the risk of spreading COVID-19 (e.g., decreased bus/transit capacity, wearing masks, increased cleaning and disinfecting practices).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

 [cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

- Return to Campus Guidelines Revised
- All instruction virtual after Thanksgiving
- RBC Telework Options
 - Non-essential employees
 - Supervisory approval
 - Thanksgiving through beginning of Spring '21



- **RBC Small Classes :15**

<https://vimeo.com/475110728/2ba9d2f22a>

- **RBC COVID :15**

<https://vimeo.com/475110711/19e8327c55>



Richard Bland College
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DR. TIFFANY BIRDSONG
Faculty Representative

SARAH MONCURE
Student Representative



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Honors Review 2020

Thom Addington





- **Benefits**
- **Expectations**
- **Recruitment**
- **Survey Results**





1

Membership

2

Tuition

3

Activities

4

Transfer
Track

5

Recruitment

6

Engagement
Incentives



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QUESTIONS AND COMMENTS

