

Minutes of the Brown University Community Council (BUCC) Meeting
Thursday, April 21, 2016
4:00 – 5:30 p.m.

Members: President Paxson, Mary Grace Almandrez, Russell Carey, Cass Cliatt, Paula McNamara, Daniel Kim, Evelyn Lincoln, Kurt Teichert, Manuel Contreras, Cameron Johnson, Grace Stokan, Sveta Milusheva, Aislinn Rowan, Liz Rubin, Jovian Yu, Kelly Garrett, Leora Johnson, Aixa Kidd, Brendan McNally, Linda Welsh, Daniel Harrop, and James Gardner were in attendance. Provost Locke, Beverly Ledbetter, Reid Cooper, Susan Harvey, Jennifer Lambe, Vesna Mitrovic, Don Operario, Anita Shukla, Lily Cohen, Sazzy Gourley, Eve Dewan, Fernando Betancourt, Milisa Galazzi, and Emily Maranjian were unable to attend.

The minutes of the March 8, 2016 meeting were approved.

Barbara Chernow, Executive Vice President for Finance and Administration, gave an overview of the Campus Dining Services Initiative which was started in response to students asking for expanded options in the Brown Dining program, and is based on Brown's belief that on-campus dining is a central part of a vibrant campus community. The goals of the Initiative include: enhancing food offerings, services, and customer satisfaction; augmenting the catering program; strengthening dining options at the Faculty Club; and providing additional professional development opportunities for Dining Services staff. All current dining services personnel will continue to be employees of the University and Brown will continue to hold full operational and financial responsibility for its dining program. As part of the Initiative, Brown has invited two dining services management companies to submit proposals for improving the dining program. An evaluation team of students and staff in the areas of dining, business operations and campus life will assess the proposals. Over the summer, Brown will begin the review of Brown Dining, either with a dining services management team or by working independently to pursue enhancements. Members of the BUCC and audience discussed and asked questions about food sustainability, waste, and cost.

Council Member Manuel Contreras '16 began the discussion of the undergraduate student work experience by presenting relevant data. In fiscal year (FY) 2014-15, 42% of undergraduates who worked were on financial aid. Year-to-date (YTD) (July – Mid April), 45% are on financial aid. In FY 2014-15, 62% of undergraduates worked. YTD, 57% worked. Academic Departments, Athletics, and Dining were among the top employees in FY 2014-15 and YTD. The average pay per hour YTD is \$10.80, compared to \$10.30 in 2015. Following the presentation of data, Shontay Delaloe, Director of International Student and Visitor Experience, asked Jeffrey Benes '16 and Edwin Silva '18 to share their experiences and perspectives as student workers. Discussions followed with other student workers on the Council and in the audience.

Among the issues discussed were: work and study trade-offs; work conflicts with academic and social events; disparity in the quality of jobs; and the need for an infrastructure for disseminating all employment opportunities, including academic related, financial counseling, and additional data on student workers. President Paxson suggested developing a summer work project to examine further the undergraduate student work experience.

The next meeting of the Brown University Community Council will be held on Tuesday, September 27, 2016 from 4:00 – 5:30 pm in the Stephen Robert '62 Campus Center, Kasper Multipurpose Room.

Respectfully submitted,
Catherine Pincince, Secretary of the Brown University Community Council

Brown University Community Council

Thursday, April 21, 2016

4:00 – 5:30 pm

Stephen Robert '62 Campus Center, Kasper Multipurpose Room

Agenda

1. Approval of Minutes of March 8, 2016 Meeting
2. Dining Initiatives
Barbara Chernow
3. Undergraduate Student Work Experience at Brown
4. Open Time for University Community Members to Present Broad Campus Issue to the Council

Campus Dining Services Initiative

April 21, 2016

Campus Dining Services Initiative

What is the Dining Services Initiative?

Brown believes that on-campus dining is a central part of building and sustaining a vibrant campus community. Students have asked for expanded options in the Brown Dining program.

What are the specific goals and objectives of the initiative?

- Enhance food offerings, service, and customer satisfaction.
- Expand food offerings at retail locations.
- Augment our catering program with the goal of featuring diverse menus and reasonable prices.
- Strengthen options for restaurant-quality dining at the Brown Faculty Club.
- Provide additional professional development opportunities for Dining Services staff to strengthen their expertise.

Campus Dining Services Initiative

How is this new strategic initiative expected to enhance the dining experience for students at Brown?

Quality – Adding nationally recognized expertise to Brown Dining’s cuisine, ingredients and preparation.

Value – Strengthening Brown Dining's ability to deliver healthy menus for students at competitive prices.

Flexibility – Increasing cuisines and menu choices available to students at Dining locations.

Campus Dining Services Initiative

What impact will this have on existing Brown employees?

All current dining services personnel will continue to be employees of the University. Brown will continue to hold full operational and financial responsibility for its dining program.

Campus Dining Services Initiative

What are the next steps?

Brown has invited two dining services management companies to propose approaches for improving the dining program. We will decide whether to contract with one of these companies to work side-by-side with Brown staff to implement suggested improvements or whether to independently pursue Dining enhancements.

We will :

- Examine existing dining services and facilities
- Meet with students, staff, and faculty
- Conduct focus groups
- Evaluate food options available in the local community
- Assess how Brown Dining customers make their food purchasing decisions
- Learn how Brown Dining customers define and determine value in their dining preferences.

Campus Dining Services Initiative

How will campus input be sought during the process?

An evaluation team composed of students and staff in the areas of dining, business operations and campus life have been appointed to assess the proposals of potential dining management partners. As part of the RFP, the potential partners have been asked to develop approaches to gather campus input that will further include engagement with students, faculty and staff.

Campus Dining Services Initiative

What is the timeline for reviewing proposals, deciding on a direction and commencing work?

The University hopes to make a decision about engaging a management partner before the end of the current fiscal year. The intent is to commence the review of Brown Dining, either in partnership with a dining services management company, or by pursuing Dining enhancements independently, over the summer.

Overview of Financial Aid and Student Employment at Brown

Undergraduate Financial Aid

Financial Aid Policy

Financial aid at Brown is a partnership that draws on the combined resources of the student, his/her family, federal and state governments, and the University. As a member of the Ivy League, Brown University does not award academic, merit, or athletic scholarships. Additionally, Brown's financial aid policy includes the following factors:

1. US citizens and Permanent Residents are accepted to Brown under a Need Blind admission policy.
2. International, Transfer and Resumed Undergraduate Education (RUE) students are admitted under a need-aware policy, which requires these students to indicate their intention to apply for University need-based assistance.
3. Brown University's financial aid program is completely need based and is committed to meeting 100% of a student's financial aid eligibility.
4. Students must reapply for financial aid each year and their financial aid eligibility is based on the family's most current income, asset, and household size information.

Financial Aid Process

The Office of Financial Aid reviews every student's financial application to determine their eligibility for both federal and institutional assistance. The amount that a family is required to contribute is derived for each student during this review, based on application materials submitted by the family. This contribution is subtracted from the annual Cost of Attendance, which then determines the amount of financial aid for which a student is eligible.

Financial Aid Award

Once financial aid eligibility is determined and depending on the amount of eligibility, the student may be awarded one or more of the following award components:

- state or federal grants,
- a student loan (either \$0, \$3,000, \$4,000, or \$5,000, depending on total parent income. If the total parent income is less than \$100k, then no loan is included in the financial aid package);
- a Federal Work Study or Campus Employment opportunity (\$2,850 for the 2016-17 academic year).
- the remainder of the student's financial need is offered in University Scholarship. These scholarships range from \$1,000 to over \$60,000, depending on the individual student's level of need. (\$47,460 was the average need based University Scholarship for the Class of 2019).

Federal Work Study or Campus Work

Brown University receives an annual allocation from the U.S. Department of Education of roughly \$1.3 million to assist with the funding of federal work study jobs on campus. The University contributes an additional \$325,000 (roughly 25%) to ensure there is adequate funding to support the federal work-study program on campus. Additionally, Brown is required to award roughly 7% of the federal work study allocation to off campus community service jobs.

Brown awards a work component to eligible students as part of their financial aid package. This amount is not billed directly to their student account, but provides students the opportunity to work part-time during the academic year to help pay for miscellaneous expenses related to their education. Students are not required to work or to earn the full amount of their work award. Instead, the work award provides a student the opportunity to work and earn funds that they can use towards their daily expenses.

Federal work-study/campus employment is managed differently at Brown than most other colleges and universities. Brown's approach allows any undergraduate (regardless of financial aid eligibility) to obtain a job on campus. Therefore, any student may apply for any position listed on the Student Employment website. Generally, all positions available on campus and many off campus positions are available via the website beginning in July/August. At other institutions undergraduate students who have been awarded federal work study are eligible to obtain an on campus job. Additionally, in these situations each position has limitations, in that, students can only work the number of hours that correlates to the total work study award in their financial aid package. Once that amount is earned the student is required to find a non-federal work-study position. Again, this is not the case at Brown. At Brown, once employed students can earn as much as the department funding will allow.

The difference between federal work study and campus employment is solely based on a student's financial aid eligibility. If the student is eligible to receive federal aid, the student has a work-study award if they are not eligible for federal funds the student is awarded campus employment. While many eligible students receive an award of \$2,850, the actual amount of money each student will earn depends on the number of hours worked each week and the wage rate paid by the employer. Students who work receive a bi-weekly paycheck from the Brown Payroll Office.

Students are not placed into a job; rather, they apply for a job based on their interests, skills and schedule. Brown University employs students in various administrative and academic departments, dining facilities, dormitories, libraries, athletic facilities, laboratories and more. The Student Employment Office (SEO) web site serves as the central repository for campus work opportunities. Applying for on-campus jobs is a fast and simple process. In most cases, students can apply directly through the SEO web site. All employers on campus are advised to post their student work opportunities on the SEO website.

Undergraduate Student Work Experience at Brown

BUCC Meeting

April 21, 2016

Financial Aid by the Numbers

- All Undergraduates who receive a University Scholarship are packaged with a work award – except first year Sidney Frank scholars
- 42% of undergraduates who worked in 2014/15 (July – June) were on financial aid
- 45% of undergraduates who worked YTD (July – Mid April) are on financial aid

Student Employment by the Numbers

- 62% of undergraduates worked in 2014/15 (July-June)
- 57% of undergraduates worked YTD (July – Mid April)
- Total number of jobs in 2014/15: 7,412
- Total numbers of jobs YTD: 6,408
- On average undergraduates worked 1.92 jobs in 2014/15
- On average undergraduates worked 1.72 jobs YTD

Student Employment by the Numbers (cont'd)

- Top 10 – ranked by number of jobs worked by undergraduates

	<u>2014/15</u>	<u>YTD</u>
Academic Departments	29%	30%
Athletics	12%	12%
Dining	10%	9%
Division of Biology and Medicine	9%	9%
Dean of the College Units	7%	8%
Housing	6%	5%
Advancement	5%	3%
Libraries	3%	3%
CIS	2%	3%
Affiliated Libraries, Museums and Institutes	2%	2%

Student Employment by the Numbers (cont'd)

- On average undergraduate employees worked 96 hours in 2014/15 and 84 hours YTD
- Average pay per hour in 2015: \$10.30
- Average pay per hour YTD: \$10.80