As a leading research university with a distinctive commitment to undergraduate education, Rice University aspires to pathbreaking research, unsurpassed teaching and contributions to the betterment of our world. It seeks to fulfill this mission by cultivating a diverse community of learning and discovery that produces leaders across the spectrum of human endeavor.
RICE
Responsibility, Integrity, Community, Excellence

Defining our culture. Guiding our behavior.
Elizabeth Gillis Award

“In recognition of her dedication, the Board of Trustees of Rice University establishes the Elizabeth Gillis Award for Exemplary Service to Rice University, to annually recognize the outstanding achievements and services by a staff member in support of the mission of the university. Recipients shall, like the woman for whom the award is named, show consistently outstanding performance and embody an exceptional attitude of service.”

Resolution by the Board of Trustees, May 2000
Carlos Garcia
Senior Associate General Counsel
Office of the General Counsel

2016 Elizabeth Gillis Award Winner
### Our people: Years of service

**Number of staff***

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Recipients</th>
<th>Years of Service</th>
<th>Recipients</th>
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<td>25-year recipients</td>
<td>27</td>
<td>50-year recipients</td>
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*Staff who celebrated service milestones in 2015, including retirees*
FY 2016 Board of Trustees recognitions

September 2015 – for his many contributions to the management of athletics at Rice
Rick Mello, Athletics

December 2015 – for work related to flood plains, saving Rice more than $100,000 in flood insurance premiums
Phil Bedient, Civil and Environmental Engineering
Nick Fang, Civil and Environmental Engineering
Jacob Torres and Andrew Juan, graduate students
Larry Vossler, Facilities, Engineering and Planning

March 2016 – for her role in fostering a more diverse undergraduate student body
Tamara Siler ’87, Office of Admission
Our people: New leadership

Peter Rodriguez
Dean of the Jones Graduate School of Business

Antonio Merlo
Dean of the School of Social Sciences
Focus on:

- Diversity and inclusion; campus climate
- Affordability
- Value of a college degree
- Scrutiny of endowment spending
- Leadership challenges and failures
Our core commitments

- Accessibility and affordability
- Distinctive undergraduate experience
- Research and graduate excellence
- Making an impact on the world
Our goals: Strategic initiatives

- Enhancing Research
- Quality Teaching and Digital Learning
- Data Science/Big Data
- Entrepreneurial University
- International Engagement & Cultural Understanding
- Arts Initiative
- Energy and Environment
- TMC Relations and Biosciences

Second Century Strategic Initiatives
Successful year on many fronts:

**Launch of new programs supported by fundraising**
- Doerr Institute for New Leaders
- Liu Idea Lab for Innovation and Entrepreneurship

**Board support of strategic initiatives**
- First cohort of Rice University Academy Fellows
- Creative venture fund grants

**New facilities in progress**
- Clean room
- Teaching labs

**Student success**
- Rhodes, Goldwater, Marshall, Fulbright and other prestigious awards
Research
• A team of faculty and students converted a shipping container into the solar-powered Sterile Box for surgical instruments in poor areas
• Researchers modified a Tesla coil to turn carbon nanotubes into wires that can remotely power electrical devices
• Researchers found that obese women have twice the risk of depression than those of normal weight

Honors
• Bonnie Bartel: National Academy of Sciences
• Mikki Hebl: Cherry Award for Great Teaching
• Jane Grande-Allen, Bruce Weisman: AAAS
• David Leebron: American Academy of Arts and Sciences
• Rebecca Richards-Kortum: Pierre Galletti Award
• K.C. Nicolaou: Wolf Prize in Chemistry
• Nicolaou, Naomi Halas, Jim Tour: National Academy of Inventors
• Pol Spanos: Russian Academy of Engineering
• Allen, Tabor, Foster, Babkhani, Warmflash, Landes: Career Award winners
• Pulickel Ajayan: NANOSMAT Prize
• Randy Hulet: Davisson-Germer Prize in Atomic Physics
• Adrianna Gillman: Alfred P. Sloan Research Fellow in Mathematics
Will work for fish:
Rice engineering students develop fish-rewarding enrichment device for sea lions at Houston Zoo
Rice University Academy of Fellows

- Five academy post-docs start Sept. 1, 2016, focused on health, with faculty mentors across the campus.
  - Chosen from 100 applicants

Creative Ventures: creativeventures@rice.edu

- Website to help locate Rice-funded grants
- New seed grant program: for conferences, workshops and interdisciplinary projects

Data Science

- University-wide steering committee being formed
- Houston endowment $7 million grant to Kinder Institute

Molecular Nanotechnology

- Cross-school search committee established
- Faculty working on recruitment, curriculum, academic programming
Our campus
Our campus: Facilities

**Under construction**
- Moody Center for the Arts
- Jones College north renovation
- Patterson Sports Performance Center

**In design**
- Music and Performing Arts
- Renovation of Tudor locker facilities for soccer and track
- Social Sciences building
- Utilities infrastructure
- Student spaces including multicultural center

- Parking
- Office building
- Clean room
- Teaching labs
Rice response:

- Endowment value: $5.25 billion (end of March)
- Annual endowment distribution is about 5 percent of beginning of year market value (average, over past 10 years)
- About 50 percent of annual distribution spent on undergraduate and graduate aid
- About 1,700 donor restricted endowments and about 200 designated by the Board of Trustees
- Endowment spending policy
  - Target: Spend 4.5 to 5.5 percent of three-year average market value of endowment
  - Recent years: 5.45 percent (FY 14), 5.38 percent (FY 15)
Emerging revenues: (dollars in millions)
Celebrating our diversity
Celebrating 50 years of black undergraduate life
How we are doing:

• **#1** of institutions with “Lots of Race/Class Interaction” *(The Princeton Review)*
• **#8 of 9** U.S. universities ranked “most international” *(Times Higher Education World University Rankings)*
• **#10** for Economic Diversity Among Top Ranked Schools *(US News & World Report)*
• **#21** of 1,355 schools for Diversity *(Niche)*
• **#23** among national universities (250+) for Campus Ethnic Diversity *(US News & World Report)*
• **#23** of 50 best colleges in the US for African-Americans *(Essence and Money magazines)*
• **#22** of institutions with highest percent Pell students and lowest net price *(NewAmerica)*
  • Of private AAU schools, only MIT, Rice, Stanford and Brown are on the list
• **#23** of national universities with greatest campus diversity *(US News)*
  • Of private AAU schools, only Stanford, MIT and Rice are on the list
Undergraduate diversity: Over the years


- * Includes degree-seeking domestic undergraduate students enrolled in a bachelor’s program
Domestic UG enrollment by race/ethnicity, AY 2015

Undergraduate diversity: Compared to our peers

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<tr>
<th>University</th>
<th>White</th>
<th>Two or more races</th>
<th>Unknown</th>
<th>International</th>
<th>Hispanic</th>
<th>Black</th>
<th>Asian</th>
<th>American Indian or Native Alaskan</th>
<th># of domestic students</th>
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## Faculty diversity: Compared to our peers

### Domestic tenured and tenure-track faculty by race/ethnicity: AY 2015

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Staff diversity: Compared to our peers

Staff by race/ethnicity: AY 2015

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We can continue to do better:

- Faculty diversity: recruitment efforts
- Admissions:
  - Outreach and fly-ins
  - Clarifying admission policy for undocumented students
- Student vibrancy and community
  - Multicultural space
- Lessons from climate survey
- Listening to — and learning from — each other
Responsibility, Integrity, Community, Excellence