



## ***Business Efficiency Programs Update*** **November 2021 - Volume 11, Issue 11**

### ***AICUP Trending***

- **AICUP--[Latest from AICUP: Fall Update of Directory & More](#)**
- **AICUP--[Fair Use Policy of AICUP Name & Trademarks](#)**
- **AICUP--[New Website Has Launched!](#)**
- **AICUP--[Privacy Policy](#)**
- **AICUP--[Leadership & Staff](#)**

### ***Finance & Treasury***

- **Stifel--[AICUP Bond Finance: Market Update](#)**
- **Constellation--[How AI & Machine Learning are Changing the Energy Industry](#)**
- **First American Education Finance--[Software Financing](#)**
- **Baker Tilly--[2022 Complimentary Fraud Summit-Register Now!](#)**
- **BKD--[2022 Annual Higher Education Outlook: Gain Traction, Find Sustainability](#)**

### ***Facilities & Administration***

- **Constellation**--[How AI & Machine Learning are Changing the Energy Industry](#)
- **C&W Facility Services**--[Delivering Optimum Athletics Facilities Management Services through COVID & Beyond](#) (NACDA Fall Forum '21)

### ***Technology & Telecommunications***

- **Constellation**--[How AI & Machine Learning are Changing the Energy Industry](#)
- **First American Education Finance**--[Software Financing](#)
- **JourneyEd**--[Secret to Success in a Hybrid World](#)
- **Aspect Consulting**--[Ransomware in Higher Ed](#)
- **Jenzabar**--[Survey Identifies Common Challenges & Opportunities for Improvement in Higher Ed Communications](#)

### ***HR, Compliance & Legal***

- **D.Stafford & Associates**--[BIT/TAT Virtual Training 11/30-12/3](#)
- **D.Stafford & Associates**--[2022 Webinar Series for Title IX Coordinators & Investigators](#)
- **PAICU MEP**--[Why Should Your College Join?](#)
- **Benecon**--[Webinar: ACA Employer Reporting Requirements under IRS Forms 1094 & 1095 12/2](#)

### ***Student Services/Enrollment Management***

- **D.Stafford & Associates**--[BIT/TAT Virtual Training 11/30-12/3](#)
- **D.Stafford & Associates**--[2022 Webinar Series for Title IX Coordinators & Investigators](#)
- **Baker Tilly**--[College & University NIL Readiness Assessment Survey](#)
- **CampusLogic**--[Neumann's Mobile AwardLetter Drives Financial Literacy & Staff Efficiency](#)
- **Collegis Education**--[Defining Digital Transformation in Higher Ed](#)
- **SafeColleges**--[How to Better Fight Unconscious Biases](#)
- **TimelyMD**--[Equity Over Equality: Healthier Lives for College Students](#)



## Latest from AICUP

### **AICUP Membership Directory - Fall Update**

Twice a year (in July & January), AICUP requests updated information from our member schools. In between, AICUP receives many changes so we issue additional updates in late the fall and spring. If you have any changes, please email them to [Kyle Weber](#) and they will be included in the next update.

AICUP has identified 16 institutional positions that are common across all college and university campuses. While the titles vary, the roles are similar. Please note:

- When an individual fills multiple roles on campus his or her contact information is repeated,
- If a position does not exist at an institution or has not been filled, “vacant” appears and
- the President is not numbered and found in the left hand corner.

The Membership Directory also includes information about the 90+ AICUP Corporate Affiliates. The next update will be available in January.

[Access the Membership Directory FALL Update](#)

### **2021-2022 Business Efficiency Program Manual**

AICUP publishes a virtual manual on our many business efficiency/collaboration programs each year. Over the past year, our AICUP team has collected information on AICUP member participation in specific AICUP Programs; and calculated savings data from all business efficiency and shared services programs.

The final tallies on both appear in this year's Business Efficiencies Manual. It is important to measure these programs over time as part of the performance measurement of our AICUP work—this will be the second annual report in which we document cost savings per program in particular. Though it is not possible to put a dollar value on all the programs, the results are still very impressive.

[Access the Business Efficiency Manual 2021-2022](#)

### **Lunch & Learn Webinar Series to Launch in 2022**

Working with the providers of AICUP Endorsed & AICUP Member Preferred Programs, AICUP is planning to launch a webinar series featuring these outstanding efficiency programs. Stay tuned for more details!

[Top](#)



## Fair Use Policy of AICUP Name & Trademarks for Corporate Affiliates

Since the creation of the [Corporate Affiliate](#) program in 2005, AICUP corporate affiliates have been an important link between Pennsylvania's business sector and the independent non-profit higher education sector. AICUP enlists Corporate Affiliates as a means of providing resources to the AICUP membership. An invitation to become a Corporate Affiliate is extended only after a meeting with AICUP staff and having at least one AICUP member as a client.

There are three levels of corporate affiliate engagements with AICUP:

- AICUP Corporate Affiliate - a company designations
- AICUP Member Preferred (AMP) Provider - a program designation
- AICUP Endorsed Program - a program designation

AICUP appreciates the continued support of AICUP corporate affiliates at AICUP events such as the [AICUP Campus Leaders Forum](#) and the [AICUP Good Citizens Scholarship Golf Outing](#) as well as within various publications like *The Spotlight* and the [Business Efficiency Program Manual](#).

Last year an unfortunate misunderstanding occurred prompting the AICUP Staff and the Member Services Committee to develop written guidelines for the proper use of AICUP's Membership Directory and various tradenames/logos by AICUP corporate affiliates. ***A newly adopted Fair Use policy now sets forth the proper use of AICUP's tradename and trademarks in any communications by AICUP Corporate Affiliates.***

***Any who would like to view these guidelines may do so by going [here](#).***

[Top](#)



## How Artificial Intelligence & Machine Learning are Changing the Energy Industry ~Constellation

Artificial intelligence or AI involves a computer's ability to adapt to a situation and create a unique solution that was not directly programmed. The energy industry has

been tapping into the innovative world of AI to learn how to improve processes, ensure energy resiliency and to enhance the customer experience, among other pertinent goals.

[Read More](#)

**AICUP's Contact: Blaire Miller at [blaire.miller@constellation.com](mailto:blaire.miller@constellation.com)**

**Find additional info, on the [Constellation microsite](#) especially for AICUP Members.**

[View the Weekly Energy Industry Summary for the week of 11/15/2021](#)

[Top](#)



## **Software Financing** **~First American Education Finance**

First American Education Finance's education team held a webinar for AICUP Member Schools in early November. Current trends, challenges, and financial considerations that colleges and universities are facing when implementing new enterprise software solutions were discussed. Observations were shared from clients regarding how they are navigating some of these issues and what strategies are helping to drive savings and better align implementation expenses with useful life.

**Missed it?** [Watch it here](#)

### **What Is Covered:**

- Current investment trends shaping higher ed's digital transformation
- Strategies to mitigate overlapping expenses during ERP conversion
- How to appropriately align ERP implementation expenses to useful life
- How other schools are using these strategies to improve the success of their ERP transition

**First American Education Finance** is the AICUP endorsed program provider of the **Project & Equipment Finance program** utilized by 34 AICUP Member Schools featuring:

- *Deferred maintenance funding programs*
- *Short-term (3-7 years) asset finance programs*
- *Equipment rental lease programs*

**AICUP's Contact: Matthew Rankin at [matthew.rankin@faef.com](mailto:matthew.rankin@faef.com)**

[Top](#)



## **Behavioral Intervention Team/Threat Assessment Team Training**

*~D.Stafford & Associates*

[Register](#)

**November 30-December 3, 2021, 2021**

**10:00 am to 5:00 pm each day** (*until 3 PM on Day 4*)

**Standard Rate: \$715 AICUP RATE: \$485 (-\$230)**

DSA is offering a Virtual 2.5-day Behavioral Intervention Team (BIT)/Threat Assessment Team (TAT) training course. This training course is designed for those who are new to a BIT or TAT team, as well as seasoned professionals.

**Day one** will focus on understanding violence by examining mass casualty incidents, targeted violence on campus, risk factors, the “pathway to violence”, and other forms of campus violence.

**Day two** will build upon the knowledge acquired in day one with a focus on practically using threat assessment strategies within campus teams. Specifically, day two will address key considerations in campus safety plans, legal issues in threat assessment, team dynamics, documentation, threat assessment process, and the impact on those who do this work.

While each day will involve application of case studies and dissecting lessons learned, a greater emphasis on step-by-step application will be provided in comprehensive case studies that culminate on the final half day.

**AICUP's Contact: Dolores Stafford at [dolores@dstaffordandassociates.com](mailto:dolores@dstaffordandassociates.com)**

[Top](#)



## **Webinar Series for Title IX Coordinators & Investigators**

*~D.Stafford & Associates*

Join the Title IX team from D. Stafford & Associates as we discuss nine Title IX topics throughout 2022. These 60-minute succinct webinars will offer legal insight and practical guidance on Title IX topics from experts who have served or are currently serving as active practitioners on college and university campuses. The format will be

discussion based with some opportunity for Q&A.

**Intended Audience:** Title IX Coordinators, Deputy Coordinators, HR professionals, General Counsel, Conduct Officers, Disability Services Coordinators, Diversity/Equity/Belonging Officers, and Clery Act Compliance Officers.

**Special AICUP Pricing:**

AICUP members can participate in these webinars at the NACCOP member rate.

- Webinar Series Package: AICUP Member: \$299 (non-member \$549)
  - Individual Webinar: AICUP Members: \$39 (non-member \$65)
- \*Group rate option for the series package available for up to 4 attendees.*

**Webinars & Dates:**

- **Session 1 (January 11):** Investigating Complaints of Past Misconduct: Challenges and Considerations for Title IX Coordinators and Investigators
- **Session 2 (March 15):** To Sign or Not to Sign (the Formal Complaint)-That is the Question for Title IX Coordinators
- **Session 3 (April 12):** How to Conduct a Proper Complaint Intake
- **Session 4 (May 17):** Crystal Ball - What the Future Holds for the Title IX Regulations
- **Session 5 (June 21):** Should We Update our Policy Mid-Year? Pros and Cons and the Impact on Related Policies, Procedures and Publications
- **Session 6 (July 12):** What We Learned: Lessons and Trends from Another Year of Investigating
- **Session 7 (August 30):** Media and Sexual Misconduct: How It Creates Social Norms, Influences Behavior, and Impacts Our Work
- **Session 8 (September 20):** What Impact Did the Participation Update Have on Live Hearings?
- **Session 9 (October 18):** The Impact of Title IX Work on Title IX Coordinators and Investigators

*All webinars will take place from 2:00PM - 3:00PM*

**For more information, visit [here](#)**

**AICUP's Contact: Dolores Stafford at [dolores@dstaffordandassociates.com](mailto:dolores@dstaffordandassociates.com)**

*Top*



## **What's New?** *~JourneyEd*

### **Why Flexibility is the Secret to Success in a Hybrid World**

Flexibility and agility aren't just for athletes – they're also key elements of the modern workplace. Here's why work is no longer so much a place, but an activity, and how to make the transition more seamless.

*Embrace Agile & Innovate*

### **A Seamless Experience with Fewer Disruptions, Wherever You Work**

Investing in the right technology is critical to perform your job efficiently. For over 20 years, Dell Precision has delivered innovative, high-performance workstations that keep up with your demanding workload.

*Learn More*

### **Powering Advanced Creative Workloads with Entry-Level Workstations**

Workstations are built to handle even the most performance-intensive tasks which require significant processing power and rely on professional grade processors, storage and graphics – think editing, designing and CAD workflows.

*Learn More*

**AICUP's Contact: Jason Watson at [jwatson@journeyed.com](mailto:jwatson@journeyed.com)**

*Top*



## **AICUP Bond Finance Update** *~Stifel*

[Municipal Market Update - Week Ending 11-12-2021](#)

### **What Stifel Hears...**

- After robust endowment returns in FY'21, many institutions are electing to borrow for capital projects to preserve long term investments.
- As institutions are learning to live with challenging demographics, many are expanding graduate program offerings with little to no discounting.
- 2021 rating reports frequently include outlook changes from negative to stable, due to the stabilization of auxiliary revenues with more students on campus,

stronger balance sheets and federal stimulus funds continuing to subsidize income statements.

- Few institutions are electing to freeze tuition increases, but rather raising rates AND scholarships to enhance recruitment efforts.

Stifel oversees the AICUP Debt Financial Advisory & Bond Program. Through this Program, AICUP members have managed all aspects of their debt portfolio. The program's highly experienced team includes the national Higher Education Practice Group of Stifel, Ballard Spahr and The Bank of New York Mellon Trust Company (as Trustee). The same individual team members employed by the program's participating firms have worked with the program since its inception in 1997, saving AICUP members both time and costs of issuance.

**AICUP's Contact: Linda Eremita at [eremital@stifel.com](mailto:eremital@stifel.com)**

[Top](#)



### **Why Should AICUP Members Consider Joining the PAICU MEP?**

The breakout session from the Campus Leaders Forum begins with a brief overview on what is a MEP, the benefits of the MEP, potential costs savings, how it works, and the vendors involved.

The majority of the session involves a panel discussion of participating member schools including: Alvernia University, Lackawanna College, Peirce College and Salus University. The discussion involves the panel members discussing:

- Why they joined the MEP
- The status of the current PAICU MEP
- The implementation process
- Lessons learned so far
- How the MEP has worked at specific colleges
- The process to include a MEP at colleges, the potential to reduce fiduciary liability, and more.
- Time permitting, the attendees will be allowed to ask questions of the panel.

**View the [video recording](#) from the AICUP Campus Leaders Forum (June 24, 2021)**

**AICUP's Contact: Michael Rhim at [Michael.rhim@prmconsulting.com](mailto:Michael.rhim@prmconsulting.com)**

[Top](#)



## ***Aspect Consulting***

### ***Ransomware in Higher Ed***

Last year, cyber criminals honed in on colleges and universities drastically increasing the number of ransomware attacks. In 2018, the average ransomware demand was less than \$10,000. Fast forward to the present time and the demands are well into the millions. While the FBI has warned against paying ransoms, some colleges and universities have made payments out of fear of having valuable data leaked to the dark web.

During a ransomware attack, cyber criminals infiltrate the organization's systems, block access, encrypt data, and make it nearly impossible to regain access to the data. In higher education, hackers will threaten to release confidential information belonging to the institution itself or its students. Because colleges and universities keep highly sensitive student data, such as addresses, social security numbers, and birthdates, they have become a prime target, far surpassing other industries.

Formerly, the masterminds behind these awful extortions were incredibly tech-savvy individuals who were well versed in cyber crimes. However, with recent developments in technology, ransomware marketplaces sell malware to just about anyone willing to pay the price. Furthermore, since the hackers are requesting payments using anonymous cryptocurrency, local law authorities, and even the FBI, have had difficulty tracing the money and locating the criminals responsible for these crimes.

To safeguard against ransomware, train staff and students to recognize ransomware and its devastating effects. Have all users operate on a zero trust policy, which means to verify explicitly and always assume a security breach rather than giving the benefit of the doubt. Additionally, restricting user access to the information necessary to perform tasks is an added security measure worth implementing. Other protections include, but are not limited to, using multi-factor authentication, safely surfing the web, backing up your data, and then safely securing the backup. Should you care to discuss anything, see below.

***AICUP's Contact: Chris Bressi at [cbressi@aspect-consulting.com](mailto:cbressi@aspect-consulting.com)***

*Top*



## ***Baker Tilly***

### ***College & University NIL Readiness Assessment***

Compliance departments are navigating name, image and likeness (NIL) in real-time as student athletes are already signing deals. Our NIL readiness assessment will help evaluate your institution's preparedness to address challenges, develop policies governing NIL that comply with your state's regulations and support the success of your student athletes.

[Take the survey](#)

Respondents will receive a digital copy of our survey findings and guidance to manage NIL.

**AICUP's Contact: David Capitano at [dave.capitano@bakertilly.com](mailto:dave.capitano@bakertilly.com)**

[Top](#)



## ***The Benecon Group***

### ***Shared Services Health Plan: The Winning Solution for Funding Employee Health Benefits***

What if there was a solution that gave you more control of your health insurance spending and was seamless to implement and administer?

Check out this [video](#) to learn how Shared Services can become your budget-solving solution (recorded during a *Corporate Affiliate Corner* during the 2021 **AICUP Campus Leaders Forum**)

*The Shared Services Health Plan Provides:*

- Total Transparency - Know Where Every Dollar Is Spent
- Freedom to Select the Network & Administrator for your Benefits (or keep the same!)
- Complete Autonomy in Benefit Design for the Employees
- Limited Sharing of Risk Among Members (< 25%)
- Protection from Volatile Claims
- Annual Rate Caps
- Surplus Retention - Each member controls and retains 100%
- Proven Funding Model for 30+ Years

- Compliance Resources & Complimentary Monthly Webinars

**Next Webinar: ACA Employer Reporting Requirements under IRS Forms 1094 & 1095**

**Thursday, December 2nd**

**2:00 - 3:00 PM**

[Register](#)

Please visit the [SSHP Interactive Resource Page](#) for additional benefits and details:

*\*To schedule a personalized webinar or learn more about the benefits of SSHP and how it is different than other consortium models, please contact [marketing@benecon.com](mailto:marketing@benecon.com).*

**AICUP's Contact: David P. Wuenschel at [dwuenschel@benecon.com](mailto:dwuenschel@benecon.com)**

[Top](#)



***BKD CPAs & Advisors***

***Annual Higher Education Outlook: Gain Traction, Find Sustainability***

With so many issues facing the higher education industry, what does your institution need to gain traction and find sustainability?

Download your complimentary copy of the Higher Education Outlook to gain valuable insights as your institution develops a strategy and tactics moving forward.

[Download Your Complimentary Copy](#)

**AICUP's Contact: Jeff Deane at [jdeane@bkd.com](mailto:jdeane@bkd.com)**

[Top](#)



***C&W Facility Services***

## ***Delivering Optimum Athletics Facilities Management Services through COVID and Beyond***

For nearly two years, collegiate and athletic event facilities have leveraged new health and safety processes to ensure students, fans, visitors, and athletes remain safe. During **NACDA's Fall Forum** members of C&W Services operations teams shared their knowledge and experience of managing communications, innovations and best practices, and attracting and retaining talent in the past and how it compares to future facility services offerings.

*[Listen to the full panel discussion](#)*

**AICUP's Contact: Frank Hollister at [frank.hollister@cwservices.com](mailto:frank.hollister@cwservices.com)**

*[Top](#)*



## ***CampusLogic***

### ***Neumann U's Mobile AwardLetter Drives Financial Literacy & Staff Efficiency***

[Neumann University](#) delivers thousands of award letters a year to its students—at a fraction of the time and resources previously used in the old, manual, paper-based days. Improved efficiency and increased student financial wellness are the “new normal” thanks to easy, mobile, personalized AwardLetter<sup>SM</sup> says Director of Financial Aid Andrea Van Horn Del Vacchio.

“Historically, award letters are difficult for students to understand,” she admits. They are also time-consuming and tedious for the Financial Aid Office to produce. “Our old process was 85% manual,” Van Horn Del Vacchio recalls. “The setup, template creation, mail-merge, Excel spreadsheets, those things were nothing compared to how overwhelming all of the information was for our students.”

This method delivers modern, mobile communications that bring to life the value and affordability of an institution to prospective students. More than just a financial aid package, This is an easier way for potential students to understand, it's available on any device and personalized for each student. Institutions benefit by boosting enrollment, improving efficiencies, and providing the best student experience.

*[Read More](#)*

**AICUP's Contact: Matt Young at [matt.young@campuslogic.com](mailto:matt.young@campuslogic.com)**

*[Top](#)*



## ***Collegis Education***

### ***Defining Digital Transformation in Higher Ed***

More colleges and universities are embracing digital transformation to become more flexible, resilient and relevant as they face increasing consumer and environmental pressures. But to many, "digital transformation" is still just a catchy buzzword with no set definition... so what is it and how do you do it?

This article introduces you to a shared definition of digital transformation, and provides examples of how your institution can embrace it to lower operating costs, improve student experiences, expand enrollment reach and improve business continuity.

[Read More](#)

**AICUP's Contact: Tony Fell at [Tony.Fell@collegiseducation.com](mailto:Tony.Fell@collegiseducation.com)**

[Top](#)



## ***Jenzabar***

### ***Survey Identifies Most Common Challenges & Opportunities for Improvement in College & University Communications***

In September 2021, University Business and Jenzabar partnered on a survey of higher education leaders to identify which communications channels are used at their institutions and to describe their communications strategies and challenges. More than 220 higher education leaders participated, including presidents and vice presidents, marketing and communications leaders, provosts, deans, and more, from institutions of all types and sizes.

**Download the survey [here](#)**

**AICUP's Contact: Daniel DeNardy at [daniel.denardy@jenzabar.com](mailto:daniel.denardy@jenzabar.com)**

[Top](#)



## ***SafeColleges, a Vector Solutions***

### ***How Can Your Faculty Better Fight Unconscious Biases?***

Unless you work in your school's psychology department, you may not be familiar with the "[halo effect](#)" -- a term used to describe the tendency for our initial assumptions and biases regarding someone to color our subsequent evaluations of their individual traits or actions.

### ***How Unconscious Biases Hurt Students***

[One study](#) explored this phenomena, requiring 159 faculty members from several disciplines to grade an oral presentation alongside a written assignment, both from the same student. And while the same paper was delivered to every reviewer, the oral presentation varied in quality -- providing some reviewers with a poorly-developed presentation and others with a well-prepared one.

Not surprisingly, those faculty who had viewed the better version of the oral presentation offered a higher grade on the written paper, while those that witnessed the poorer presentation scored lower for the exact same paper.

[Read the Full Blog Post](#)

**AICUP's Contact: Samantha Jones at [Samantha.jones@vectorsolutions.com](mailto:Samantha.jones@vectorsolutions.com)**

*Top*



## ***TimelyMD***

### ***Equity Over Equality: Healthier Lives for College Students***

It's probably no surprise that the U.S. leads the world in health care spending — and yet, those who need care the most often can't afford it, leading to chronic problems and a lower life expectancy. That's why ensuring equitable care is so important to the overall health of college campuses. To fully thrive in today's increasingly stressful campus environment, students need not only equal access to physical and mental health support, but care that's specific to their unique challenges and circumstances.

To learn the difference between equity and equality and why prioritizing access for populations with the greatest need is essential to ensuring that all students' needs are

met go [here](#).

**AICUP's Contact: Nara Smart at [nara.smart@timely.md](mailto:nara.smart@timely.md)**

Want to learn more about TimelyCare? Attend a [demo](#) to see the platform firsthand from student and provider perspectives.

[Top](#)



**AICUP  
Business Efficiency  
Programs**

[www.aicup.org/Collaboration/BEP](http://www.aicup.org/Collaboration/BEP)

**Tom Foley**  
[President](#)

**Tim Alexander**  
VP of Finance & Administration  
(Collaboration/New Program  
Development)  
[tim.alexander@aicup.org](mailto:tim.alexander@aicup.org)

**Kelly Carli**  
Manager of Collaboration Events &  
Outreach  
[carli@aicup.org](mailto:carli@aicup.org)



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