

9-14-2010

Consultative minutes 09/14/2010

Consultative Committee

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Consultative Committee, "Consultative minutes 09/14/2010" (2010). *Consultative Committee*. 111.
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Minutes
Consultative Committee
September 14, 2010
Imholte Hall 218
8:00-9:00 AM

Members Present: James Barbour, Brad Deane, Manjari Govada, Jacquie Johnson, Nic McPhee, Paula O'Loughlin, Mark Privratsky, Laura Thielke, Sharon Van Eps, Naomi Wente, and Jen Zych Herrmann

Guest: Chancellor Johnson

Agenda:

1. Chair O'Loughlin made a quick note that the new members of Consultative who will be taking minutes can look to previous minutes for additional help.

2. Chancellor Johnson was here to answer questions; the first topic that was brought up was the search for the **Science & Math Division Chair**. According to the Constitution and bylaws, Chancellor Johnson is required to consult with the division and form a search committee. From her experience, she suggests that names for the search committee will be submitted by division members and that the committee is free to form its own procedures and rules. The committee will then bring their choice(s) to Chancellor Johnson. She will also be meeting with members of the division to set a timeline and to begin the process—she has asked Michael Korth to work with her to find a convenient time. The importance of finding a chair before January was emphasized to allow for transition. Typically, a new chair would be a tenured full faculty member from the Division, but the division search committee will establish criteria in consultation with the Chancellor. In addition, according to the bylaws, the chair of Consultative Committee must also be on the search committee. The Chancellor asked Consultative to decide which of the co-chairs it would recommend for membership.

3. **Full summer semester.** Chancellor Johnson stated that she had not heard much about the implementation of a full summer semester in the TC campus, and according to her, a challenge with an additional semester would be financial aid since many students have expended all of their financial aid during fall and spring semesters. In conjunction, she added that the Blue Ribbon task force was considering a 3 year degree as one among many options for students—a significant number of whom are coming in as New High School graduates with 30 or more credits toward their baccalaureate degree.

4. **Benchmarks for re-organization.** Chancellor Johnson emphasized that a set of principles guided conversations about reorganization: these included not compromising the student experience, providing access to high quality education, and investment in strategic areas during the whole restructuring process. She then highlighted the progress in each area of the re-org:

- Reformulate compensation schedule for part time faculty: the dean and division chairs have completed this process. Centralizing purchases: since Morris is a much smaller campus than the TC, it may be difficult to garner significant changes in this way.

Double-sided printing: it is being phased in with all new printers I actually don't know if it is an option on most. Outsourcing bookstore: the bookstore is now being run by the TC campus

- Reviewing journal holdings—regular processes are in place.
- Reviewing UMM memberships in professional organizations: under review
- Moving Continuing Ed. courses to Divisions: Continuing Ed was not generating much new revenue because most of the students taking “night school” classes were already full-time students covered under the tuition band. Responsibility for course offerings has been transferred to the divisions which has allowed for more oversight by division chairs. Most continuing education staff members were reassigned to other offices on campus. Layoffs: 8 people (equivalent to 6 full time staff) were laid off in the last FY 2009 which, along with retirement incentive options and not filling selected positions that became vacant contributed to \$1 million in savings in the FY 2010 budget.
- Move summer sessions to Divisions: effected with summer 2010. Classes are under the oversight of division chairs. Summer 2010 saw some decrease in the number of sections, small decreases in numbers of students participating, slight increase in class sizes, and \$130k more revenue compared to summer 09. Elimination of Faculty Center for Teaching and Development: TAFS is now being organized by the Dean's Office; the faculty retreat had been changed this year to an on-campus workshop.
- GST and ELTAP moved out of continuing education and to the Education Division.
- IT: IT Director David Loewi left several years ago, but hadn't been replaced. The IT Department is now split into two, with the help desk joined together with Media Services. There is some expression of dissatisfaction with the current setup and there are possible changes in the future—to be determined in consultation with the new IT Director, with Media Services Director Roger Boleman, and with others on campus as appropriate.
- Jim Hall: he is the new IT director, and his job is being funded for 2 years by the TC. One of his tasks is to look at the organizational structure and suggest any changes. Because of his unique position, he reports to Lowell Rasmussen, the Chancellor's office, and OIT on the TC campus.
- Office of Conferencing and Special Events: it hosted over 2000 people this summer, and although no previous records had been held of this statistic, it seems much higher than usual. Revenue generated also doubled, summer 2010 compared to summer 2009. Office of Multicultural Affairs is now the Office of Equity and Diversity: international and multiethnic student programs are contained under one umbrella now; Pilar Eble's position is now a full-time position, and, with resources provided by the Twin Cities, there has also been additional staff added (such as a part-time Ojibwe professor)
- Concerns were voiced about the need for benchmarks and determining the overall success of not only the newly reorganized departments, but of the campus as a whole. Because of the time limit Chancellor Johnson could not go over all the details, but said that this is something that needs to happen. It was suggested by a committee member that some of this assessment activity could be conducted by a relevant committee in the campus governance structure, for example, Academic Support Services could look at the reorganization of the IT/Media Services areas.
- Community services and Service learning combined: Argie Manolis is now in charge of that full time

- **CARE:** Because of the delay in co-locating the units housed under this structure, it is too soon to evaluate the unit's overall effectiveness. To date, Advising and Career Services have been moved to their new location; phase 2 of the Student Center remodeling is set for winter break.
Reorganization also included the elimination of an Associate Vice Chancellor's position – Associate Vice-Chancellor for Enrollment. Two offices, admissions and financial aid, now report directly to the Chancellor.

5. **Re-org concerns.** People on campus are interested in learning about the efficacy of reorganized units. One suggestion was to find a committee connection for each new unit which might lead to a better form of institutional assessment. Also, there were concerns that a few people that have not moved on and forward since the re-organization happened.

6. **Admin review.** Twin Cities HR office has indicated that Chancellor Johnson's review is scheduled for this fall: she awaits further information.

7. **Cost of education per student.** The Regents brought this up at their September 2010 meeting and Chancellor Johnson wants the campus community to be aware and is concerned that, given the labor intensive nature of our mission, we might appear high in relation to other campuses within the U system. Morris used to be clearly at the top in the University system with high average ACT scores and graduation rates, but the TC is also now quite competitive—average ACT scores surpass UMM's and graduation rates are very similar. If our cost per student is quite high it is harder to make the case???? for our distinctive mission. The one difference is that Morris also serves a higher percentage of first-generation and high need students compared to the Twin Cities and Duluth, thus providing critical access for a group of students who would otherwise be unable to attend a high-quality, high-care institution.