

University of Minnesota Morris Digital Well

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Planning Committee

Campus Governance

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Planning minutes 01/20/2015

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MINUTES OF THE PLANNING COMMITTEE

20 January 2015

Present: Jon Anderson, Taylor Barker, Michael Eble, Jim Hall, Seung-Ho Joo, Sandy Kill, Jana Koehler, Sarah Mattson, Brook Miller, Lowell Rasmussen, Gwen Rudney, and guest Jacquie Johnson

Absent: Jordan Wentz

Chair Jon Anderson called the meeting to order at 2:02 pm.

Chair Jon Anderson introduced Chancellor Johnson and her discussion topic: New Director Position in Institutional Research.

Chancellor Johnson: We do not have the capacity to make use of all the institutional data available. This new Director of Institutional Research position will be the “third leg of the stool” of institutional data, along with Colleen Miller in the Business Office and Jim Hall in IT. There is a continued move in Higher Education toward outcome-based data that is tied to funding. We have sent people to workshops and bought new software. Also, new money has been awarded to us through the Campus Compact process. There is a job description in progress. There remains the question of where in the reporting structure this position will reside. We have compiled job descriptions from several colleges. My vision of this position involves:

- Support for the work that needs to be done
- Strength in Statistics and Institutional Research
- Master’s degree, or potentially a PhD
- Knowledge of the national and state conversations
- Filling administrative requests for institutional data
- Will not do assessments – will support assessments
- Provide leadership
- Improve articulation of data
- N. Helsper will report to this position, and her responsibilities will be broadened
- Will have a completed job description by the beginning of March and will present it at a Budget meeting in the TC on 5 March.

Chancellor Johnson notes that she will meet with us again with a complete job description. Also, she requests feedback from all of the campus community.

Rudney: Please explain “doing” vs “supporting”.

Chancellor: We have lots of data collected on this campus. We do not have a central location for that data nor do we have a centralized office that provides the data when requested. I think of how we have used Peter Radcliffe and Joe Schultz from the TC campus. They have been very helpful. The new position will do/support most or all of this work.

Rudney: Will this provide any relief from accreditation burdens?

Chancellor: Whatever kind of data you need, this person will get it. But, I don’t see telling units how to do their assessments.

Anderson: We have certain regular reporting cycles, some of the very routine and predictable, so it seems that this regular stuff could be made easier.

Chancellor: There is the Institutional Data Book. What is relevant? What could go? We need a better presence in the book.

Miller: What about data security?

Chancellor: This is most probably a separate function from data collection, and is in the IT domain.

Hall: Data security is really an area separate from this position.

Miller: What about “hot button” data needs?

Chancellor: These include student success, graduation rates, demographic characteristics, more sophisticated analyses of demographics, etc.?

Rasmussen: The states are putting demands on their Higher Ed Institutions. The wide swings in year-to-year data requirements are very challenging.

Anderson: We will need someone with fairly high-level technical abilities.

Chancellor: Consider Financial Aid modeling. We have worked with Noel Levitz. We need more and better retention data. We don't have a good handle on these statistics. This shows that we could benefit from this new position.

Anderson: Critical Review: Is it working for us?

Chancellor: Having in-house expertise would be valuable. For example, employment surveys of students.

Rudney: Teacher Education will be tracking their graduates long-term.

Chancellor: Suggested data collection would include what they are earning. That's the conversation. Also recruiting – Parents ask whether their child will have a job when they graduate.

Mattson: We need to develop statistics for employees; e.g., diversity, turnover, others.

Chancellor: There is the impression that “Nobody outside gets hired.” Real data would probably show that the reality is different. But we usually don't look at it.

Koehler: Could you share some of your ideas for organizational structure?

Chancellor: I expect that the position will not report to either Academic Affairs or Student Affairs, so leads to reporting to the Chancellor or to VC Rasmussen.

Chancellor: Topic number 2: Lowell! He will be retiring in June after about 36 years at UMM and leaves a great legacy. What will we do with the position? Start a national search? We would need a search firm and it would be expensive. I have consulted with President Kaler and others. This is the plan: Bryan Herrmann will become interim VC for 2-3 years, during which time we will decide whether to do a national search. Why Bryan? Lowell's area is Finance and Facilities combined. We will not have any new high-level management in the near future. Bryan has BA from UMM and an MBA from UMTC. That is the Finance side, but he has no direct training in

Facilities. But he will have Lisa Harris, Robert Thompson, and Mick Rose in the Facilities Management Office, and Jim Hall in IT.

Chancellor continues: What about Admissions? The two most senior people (Mike Vandenberg and Brittany Rose) will become assistant directors and will jointly lead Admissions. We have very good structures in place. Where would Admissions report? Currently reports to the Chancellor, but now would report to Bryan as VC. Potential problems? This is still a work in progress. I have met with many people and committees, and this doesn't appear to be much of a secret by now.

Mattson: Support for the people in new positions?

Chancellor: It's the way now – Flattening. It's going on all through the U system. But our campus can work together.

Eble: Term for Assistant Director of Admissions?

Chancellor: The structure of Admissions will likely work well. We do not yet know the exact duration. In the campus' history there has been a high turnover of Admissions Directors, and some bad times. Bryan Herrmann has done an excellent job.

Miller: Concerned about the practice of hiring without searches. It seems that the temporary person just ends up staying in the position.

Chancellor: I don't always like this process. See the model of the VCAA search now in progress. We need more data, especially re diversity.

Meeting adjourned at 3:02 pm.