

2-22-2016

## Finance minutes 02/22/2016

Finance Committee

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# UMM Finance Committee Minutes

2.22.16

Members Present: Dennis Stewart, Michael Korth, Kerri Barnstuble, Pieranna Garavaso, Mary Zosel, LeAnn Dean, Laura Thielke, Bryan Herrmann, Mark Logan, Kyle Hakala

Members Absent: Jess Larson, Jong-Min Kim

Guests: Jacquie Johnson, Colleen Miller, Melissa Bert, Melissa Wrobleski -Note Taker

## Agenda:

### 1. Approval of February 15, 2016 minutes:

- a. It was agreed that committee members did not have enough time to review the minutes, and they will be reviewed and approved for the next meeting on March 8.

### 2. Conversations about Investments:

Chancellor Johnson started off the discussion stating that she had met with President Kaler last week and talked about Morris implementing Non-Resident, Non-Reciprocity tuition and was given the go ahead from the President.

Next Chancellor Johnson read an excerpt from the FY17 Budget/Compact instructions on providing Morris' top three strategic priorities. UMM plans to share its top three strategic priorities:

- Attract and graduate a talented and diverse pool of undergraduates (this aligns with the Twin Cities strategic plan also)
- Continue efforts to attract and retain a diverse group of field shaping faculty (also aligns with the Twin Cities strategic plan)
  - Planning to launch a campus climate study starting spring 2016 to start conversations on this.
  - Have the investment of \$100,000 for faculty salaries each year for FY15, FY16, and FY17.
- Improve aging facilities and develop the newly acquired land (EcoStation) to enhance the students learning experience

Q. In regards to the second strategic topic, does Morris have much for mentorship of faculty? By providing this, it may help retention also.

A. Previously Morris used the pre-doctoral program and Bridge funds to help have a more diverse group of faculty. Morris does not currently have a mentor program for faculty here on campus. The Twin Cities does offer the Emerging Leaders Program that all system campuses have access to.

Q. The processes of the Budget/Compact instructions seem to be geared toward new initiatives. We need to focus on undergraduate education and funding the basics better.

A. Chancellor Johnson went back to the strategic priorities mentioned earlier. She commented a little more in depth on each topic and how it helps to support the basic undergraduate education process on this campus.

- Attract and graduate a diverse pool of students
  - Morris plans to implement the Success Coach model for all students
    - Asking for additional funds to support an additional Success Coach
      - This will help, hopefully, engage students in the campus and hopefully help retain those students and provide them meaningful work opportunities.
  - Plans to improve student recruitment
    - Asking for funding of \$375,000 in Merit Scholarship funds in the Budget/Compact materials.

Q. UMM is already spending money on the Merit Scholarships. Isn't this going to be a hard sell at the Budget/Compact for funding?

A. UMM has received one time funding in the past and was informed, at the time, to continue asking for recurring funds for merit scholarship programs.

A discussion ensued on the topic of attracting and retaining a diverse group of faculty and staff. It was pointed out that even though UMM did receive funds to help increase faculty salaries, UMM still has low salaries in comparison to other Universities in our peer group. A comment was made that reductions are expected to be made in response to target reallocation; however, the workload stays the same, putting additional work on employees. This additional workload may have an effect on the quality of work that is being done, and this would be a great disservice to our students.

An investment opportunity was discussed to support UMM's library expenses related to database licenses and new and updated books. Chancellor Johnson stated that another area listed in the materials for the Budget/Compact is to ask for additional funds to help support the American Indian Tuition Waiver. It was mentioned that we could use the argument that the foregoing of this tuition is a primary reason for our structural imbalances. Committee members also thought that maybe the argument of how the loss of revenue from the waiver relates to faculty salaries and our student/faculty ratio.

The success coach position was brought up again. A committee member thought that a good justification for this position is that the success coach should be for the math and science majors. The success coach could be a strategic link to the faculty and would be a great resource for all the STEM students enrolled here at UMM.

Chancellor Johnson concluded her presentation and asked for any additional questions. One comment was that the strategic priorities seem to go back to the 'meat and potatoes' of undergraduate education. It is understood why we need to have higher faculty salaries; have more resources to purchase necessities such as access to databases, and books in the library; and success coaches to help guide students. All of these are important to help undergraduate students succeed and graduate with a degree.

Meeting adjourned.

Meeting for February 29<sup>th</sup> has been cancelled.

Next meeting will be Tuesday, March 8<sup>th</sup> at 9 am in the Moccasin Flower Room.