

3-28-2018

## Consultative minutes 03/28/2018

Consultative Committee

Follow this and additional works at: <http://digitalcommons.morris.umn.edu/consult>

---

### Recommended Citation

Consultative Committee, "Consultative minutes 03/28/2018" (2018). *Consultative Committee*. 165.  
<http://digitalcommons.morris.umn.edu/consult/165>

This Minutes is brought to you for free and open access by the Campus Governance at University of Minnesota Morris Digital Well. It has been accepted for inclusion in Consultative Committee by an authorized administrator of University of Minnesota Morris Digital Well. For more information, please contact [skulann@morris.umn.edu](mailto:skulann@morris.umn.edu).

Consultative Committee  
Meeting Agenda  
Wednesday, March 28th, 2018 (8:00 am Prairie Lounge)

Members: **Sarah Buchanan, Michael Cihak, Ann DuHamel, Nancy Helsper, Tiernan Lenius, Janel Mendoza, Michelle Page, Noah Pilugin, Angela Stangl, Jeri Squier, Roger Wareham, Elsie Wilson**

Minutes: Sarah Buchanan

- I. Approval of Minutes
  - A. The approval of the minutes from 3/21 was delayed until next week.
  
- II. Visit by Chancellor Behr and Sandy Olson-Loy regarding equity and diversity roles on campus
  - A. The chief diversity role was, in the past, the Director of Student Equity and Diversity within student affairs, but it was felt that our campus needed someone in a higher administrative role to provide for guidance across the campus. A director's role seemed needed to support American students of color, Native American students and international students, as well as to increase everyone's intercultural competence.
  - B. Sandy is proposing a new organizational chart for Equity, Diversity, and Intercultural Programs.
    1. Sandy shared last fall's org chart.
    2. Some of the positions in the office of Equity, Diversity and Intercultural Programs are university allocations and tuition funded; some are student service fee funded; some are U.S. Department of Education funded through grants.
  - C. We are currently in an interim structure, with Tammy Berberi serving in an interim position and Ray Burns imminently announcing his departure.
  - D. The idea in the restructuring is to take the Chief Diversity role out of Student Affairs and make it more campus-wide in purview.
    1. The proposal is a pieced-together structure, not a long-term plan. It is hoped that this new structure will help people work across difference, help with polarization, and support students in equity and diversity.
    2. One goal is to make both positions (the Chief Diversity Officer and the project manager for the Native American Student Success Program) appealing on a national level.
    3. Sandy shared the proposed organizational chart, which takes the Chief Diversity Officer out of the Student Affairs report line and creates a direct report to the Chancellor. Parallel to the Chief Diversity Officer, the Human Resources/EEOA Director would also report directly to the Chancellor.
  - E. The Chief Diversity Officer (CDO) proposal:
    1. Chancellor Behr explained that the CDO should not be in Student Affairs

because that role is broader and should apply to the whole campus.

- a) We have a number of issues on campus that transcend just dealing with students. It is critical to pay attention to issues of Equity and Diversity. We would have benefitted through some of our recent events/issues by having someone who could help educate our campus on how to engage with equity and diversity.
2. The CDO would be a part-time faculty position until we can stabilize our finances.
  - a) CDO would involve re-assigned time.
  - b) The Chief Diversity Officer would be the big-picture thinker.
  - c) This would be different from the previous position that had been 25% reporting to the Chancellor. This pulls it out of Student Affairs. Also, the previous position never quite lived up to its description.

F. The Project Manager and Interim Assistant to the Chancellor for Native American Partnerships, Student Success and Inclusion proposal

1. This grant-funded position would continue as grant-funded. The Assistant VC might be hired at a slightly lower salary than Ray's, although Michelle and Sandy are envisioning a wide salary range to be able to make the final salary offer commensurate with the hire's experience.
2. This will be the first time we will post an Assistant VC position because Hilda was promoted.

G. International Student program and its fees will continue to fund the International Student Program.

1. Question raised: Is there a satisfaction survey to see if international students are satisfied with their fees? International students are more vulnerable.
  - a) We have increased support and the breadth of programs for students.
  - b) Our tuition differential is lower for international students than it is for other institutions because we don't have out-of-state tuition increases. International students still have a good value in terms of cost.

H. Feedback on the proposal:

1. The committee said that we will need time to read the proposals, but Michelle and Sandy stressed that time is of the essence.
  - a) The CC's deadline will be Friday, March 30th at 5pm to send feedback. Feedback will be sent to Sarah B. who will compile responses and send them to Sandy and Michelle by Friday evening.
2. There are approximately 14.75 FTEs 6.5 are grant funded, the other 8 are not. Have these positions been evaluated in terms of how we are allocating our resources?
  - a) Hoping that our visioning and planning processes provide guidance

on that. Michelle and Sandy are trying to respond to immediate needs, but are also trying to provide structure for longer term comprehensive thinking for our campus down the road.

3. This is expanding the purview of this role from Director to VC. Will they be the director of the two grants that Hilda oversaw?
  - a) Our hope is to find someone who will be able to take on those roles. That remains to be seen.
  - b) We don't want to do anything that compromises the leadership in the grants, but we also want to continue and need someone who can continue that work.
4. There were concerns about the line in the position description that says that we will apply for future grants because the current grant that funds the Native American Student Success Program project manager position was supposed to be an extraordinary program funded; we shouldn't state that the position will be applying for the same or similar funding.
  - a) This is a position we are hoping will apply for other grants and other funding sources for other programs.
  - b) This is an interim position until we can settle everything out.
  - c) Include the term "interim"? Wanted it to be attractive to candidates, but it is unusual to do a national search for an interim position.

### III. Michelle provided an update on the upcoming review of the VC of Finances and Facilities

- A. Jacquie had committed to doing an evaluation of Brian in his second year (2016-2017). Michelle B. didn't know about that, so she has been consulting on how and what to do.
  1. She is launching yet this spring a 360 degree review of Brian and also of Sandy, who is due for a review.
  2. Michelle wanted us to know that these reviews are in process.
  3. We are using the all-U 360 degree evaluation process.
    - a) The committee reminded Michelle B. that our constitution has very specific details about how to populate the evaluation committee, so that it is not just administrators evaluating administrators. We urged her to review that and to respect the constitution.
    - b) There are different roles required in the 360 review process as it is laid out by the central administration.
    - c) Any evaluations we do need to be based on the job criteria and cannot be a witch hunt. This cannot be a popularity contest.
    - d) Yet the campus community must know the review is happening and have the opportunity to weigh in.
    - e) The committee and Michelle agreed that we need to have visibility in the process and also have the feedback be job criteria based.
    - f) Michelle B. will find a compromise between the 360 degree process, which is pretty prescribed, and a way for the campus to share their thoughts.

g) The CC reminded Michelle that any announcements of the 360 degree review process need to be clear about the fact that Bryan Hermann's review is being done because he is in an interim position and that Jacquie had appointed him with the understanding that there would be a review to see if he should continue in the position.

(1) Michelle said she would make clear in her announcements at Campus Assembly and in her email announcements that his review was different than Sandy's.

4. The time table is tight, so we don't want to send the impression that we are doing it in the summer when nobody is around.

IV. The committee spent a few minutes talking about the number of outstanding issues we have not yet wrapped up. Sarah mentioned that we are running out of time and some issues may have to wait until fall.

A. Commission on Women

1. Will we have time to discuss what our thoughts are prior to Heather and Adrienne's revisit?
2. Are they coming to share how the proposal is being transitioned?
3. Is this "going rogue" in terms of the re-organization of Equity and Diversity initiatives? How do they see the connections between the reallocation of the CoW and these Equity and Diversity initiatives?
4. We ought to have seen the larger proposal before it is finalized.

B. The committee expressed frustration that Sandy and Michelle brought a proposal and we have nearly no time to read and respond to the proposal.

C. The Budget Cuts Memo

1. We are ready to send it. It should be sent before Campus Assembly on Tuesday.
2. At Assembly, an announcement can be made that concerns were communicated and then that should be followed immediately by a message to all employees.

D. At the end of the meeting, it was reported that new supervisors' signatures were forged on forms to approve changes on Human Resources documents.

1. After the meeting, this was researched and found to have been done appropriately.

V. After the meeting, Elsie, Tiernan, and Sarah met for a few minutes in the hallway about the transfer student issue.

A. Elsie has the names of students who want to meet and work on improving the processes in place for facilitating transfer students' welcome and transition to our campus.

B. We thought that a small group, composed of Dave Israels-Swenson, Brenda Boever, someone in Admissions, the students Elsie identified, Elsie, Tiernan and, perhaps, Sarah B. could meet to brain storm ideas.

C. Tiernan would find the name of the person in Admissions who works with transfer students.

D. Elsie will speak with Dave Israels-Swenson and Brenda Boever about this group and look for a time that would work for a meeting.