

University of Minnesota Morris Digital Well

University of Minnesota Morris Digital Well

Consultative Committee

Campus Governance

11-10-2022

Consultative minutes 11/10/2022

Consultative Committee

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

Consultative Committee

Thursday, November 10, 2022 (11:40 am, Zoom)

Members: Clement Loo, Angie Senger, Bibhudutta Panda, Emily Johnson, Nade Sotirova, Kristin Lamberty, Noelle Muzzy, Sheila Warner, Adrienne Conley

Members absent: Robert Jayne, Madison Ferguson, Wes Flinn,

Guests: Matt Johnson

In these minutes:

Discussion with Matt Johnson about campus climate for student athletes:

- Factors affecting persistence for student athletes:
 - historically athletes have persisted at a higher rate than non-athletes (measured in terms of 6 year graduation)
 - unit emphasizes communication between athletes and their faculty
 - coaches also play an important role in relation to engagement with students -- source of mentorship, intermediary helping with communication with other staff and faculty
 - example: coaches teaching Morris 1101

- Question from Sotirova: What is Johnson's observation of engagement of athletes in non-athletic activities on campus? What are things that might improve participation?
 - athletes are well engaged but tend to be in particular areas
 - clear that athletes are engaged in undergraduate research and academic activities but less clear that they are well engaged in non-academic activities.
 - Athletic activities take up a lot of time.
 - Athletics is working on coaches being more present at non-athletic activities to pattern involvement in other non-academic and non-athletic activities.
 - athletes do attend sporting events outside of their sport

- Question from Panda: Athletes are not particularly good at responding to emails about advising and class support. How might faculty better work with coaches to connect with athletes about academic issues?
 - faculty should contact Matt Johnson
 - athletics is the one place on campus that is authoritarian
 - To do: Consultative Committee should help to disseminate information to the broader campus community about Matt Johnson as a contact person for

challenges related to communicating with athletes any academic issues of athletes

- Question from Lamberty: are there FERPA concerns? Are Johnson and coaches privy to information related to academic alerts?
 - No FERPA concerns. Yes, Athletics are allowed to have access to student information. Johnson is part of the teams responding to concerns about student wellness.
- Question from Sotirova: Are Athletics partnering with faculty to host programming related to recruitment and retention?
 - Yes, from that experience it seems that the key concerns of student athletes relate to finances and paying for college
- Question from Muzzy: are there any long term trends in relation to engagement and student needs? Are those different from non-athlete student populations?
 - change in demographics of athletes parallel demographic changes on campus more broadly
 - Athletics has placed a stronger emphasis on supporting good mental health
 - partnering with Student Counseling to host Let's Talk sessions at Cougar Athletic Center
 - coaches are provided with "yellow cards" that contain information about mental health and responding to crises
 - Athletics has made efforts to normalize having conversations about mental health
- Question from Muzzy: are student athletes performing well in relation to sense of belonging and community through athletics:
 - yes, it seems that athletes express a strong sense of belonging and community at least within athletics
 - not as clear whether athletes feel connected to campus more broadly
 - Johnson is "not sure what's the magic pill to solve this but we (staff within Athletics) have been working on it (connecting athletes to non-athletic opportunities for engagement on campus) more extensively."
- Question from Loo: What are things that Athletics does?
 - "Better together": explicit strategy of messaging that athletes should participate in events in other sports and engage in mutual support more generally
- Question from Warner: is there tracking of attrition in athletics?
 - sort of - tracking of continued participation within athletics and athletic programs but not tracking in terms of persistence on campus outside of athletics

- Johnson notes that he should begin tracking semester to semester persistence of athletes in regards to remaining students at UMN Morris more generally
- Question from Panda: are the issues related to race and diversity affecting the experience of athletics?
 - certainly, even professionals who are not persons of color are feeling marginalized because of the minimizing of their work supporting students of color
 - athletics is intentional about discussing race issues and inclusion as well as hosting programming about equity and diversity
- Question from Sotirova: do we broadcast games? Are there ways that we could better broadcast games?
 - every home game (for most sports) are broadcasted on the Cougar Sports Network
 - UMN Morris broadcasts more sporting events than any of our peer institutions
 - However, we need to think about long term sustainability of Cougar Sports Network -- the network is currently dependent on one person from the community to broadcast; would like to develop capacity to do it in house with students
- Question from Senger: are those games ever shown on screens on campus?
 - No - due to limitations of Carousel
 - But Athletics is working to overcome that challenge with staff from IT
- Question from Panda: do we have a traditional rival? We should build traditions around these. If not, can we create a rivalry with a nearby institution that we can bus students to?
 - Our closest possible rival is in St. Paul (Northwestern) -- that would be the institution that we could have as a rival
 - If we consider non-conference institutions as possible rivals: Concordia in Fargo/Moorhead
 - Johnson reports that he likes this idea
- Question from Senger: what about a "sports bar" night at Oyate with nachos?
- Comment from Conley: in the time that they've been on campus they've seen a lot of growth and positive change in Athletics. We should not just ask about what Athletics can do for campus, we should also ask what can the rest of campus do for Athletics?
 - Examples:
 - more faculty and folks outside of Athletics should attend sporting events
 - athletes really appreciate seeing faculty from their classes and staff that they have worked with at their games

- Comment from Warner: she's been here for 20+ years and was not previously aware of sports events until recently.
 - important to get more people to sporting events
- Comment from Muzzy: a key reason folks don't attend events is that there's too much happening on campus and students are under too much stress. In relation to advertising and attempts to improve attendance at sporting events, perhaps focus on particular games, more extensive use of social media for advertising, and perhaps athletes tabling before games where Athletics would like more turnout.

Approval of Minutes: unanimously approved

Discussion: should we invite Student Activities to attend an extra meeting this fall or hold off until spring?

- Panda: we should try to meet sooner rather than later
- Warner: we should let Student Activities decide and then have as many of the committee members attend as possible
- Loo: historically Consultative has had supplemental meetings with just a few members of the committee attending and co-chairs later provide written updates/reports about such meetings to the members of Consultative who are unable to attend

Updates:

- FACPAAC meeting soon: they are planning on doing a salary study and bringing in an outside mediator to address some concerns within the Division of Arts and Humanities
- Follow-up with employee engagement survey: the word clouds from HR are less useful than hoped and there continues to be hesitation from HR to provide information about actual qualitative responses due to concerns of anonymity
 - Question to consider: should we leave this work to other committees and focus on climate in regards to students?
 - Possible option suggested by Loo: could Consultative ask if HR can request UMN systems personnel in the TC to review the comments and qualitative responses on the Employment Engagement survey and then send a report containing suggestions for improving faculty and staff engagement that could be shared with UMN Morris leadership and governance committees?
 - Panda stated that he can ask HR whether such would be possible.

Meeting Adjourned.

Date of next meeting: TBD

Adjournment time: 12:37 pm

Submitted by KK Lamberty

Date submitted to Digital Well