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Campus Assembly
December 3, 2019
Science Auditorium

I. Chancellor's Remarks.

“Welcome to the final Campus Assembly meeting of the fall semester. It has been a jam-packed few months – full of consequential and important work, much of which remains in process as the semester draws to a close. As is fitting for the end of the semester, I want to use my time this morning to provide updates on several items, both as a recap and as a preview of the spring semester.

HLC Update

As you all know, we were visited by the team representing the Higher Learning Commission at the end of October. They were on campus in support of our reaffirmation of accreditation. We have received a draft of their report for corrections of errors of fact. As you might imagine given the quick nature of their visit, we identified a number of errors in the draft. As a part of the process, we were given a week to identify and correct errors, which we have done.

We are now waiting to receive the amended report, at which time we will have two weeks to write an institutional response, should we decide to do so. I will continue to update you as we receive information from the HLC. As I have indicated previously, we will not know the final outcome until the HLC Board of Trustees meets to consider the team’s recommendations in April 2020.

SVP Update

I want to begin the conversation about the Strategic Visioning and Planning process with a couple of statements and reminders about context. First, the visioning and planning process and all that has and will flow from it are grounded in and informed by our mission as a public liberal arts college. Second, it may seem at times as though there are and will be multiple and unconnected initiatives underway. Let me disabuse you of this: all of the work that we are doing is important, linked, and meant to ensure that we have common goals in support of our strong institutional future. Although we have institutional stresses currently, we cannot cut our way into a sustainable future. The visioning and planning process is the vehicle to plot our course. This is the moment; I cannot overestimate the importance of this work that we are doing together to build our future.

Last fall, fall 2018, Campus Assembly endorsed our strategic vision and eight aspirational statements that will help us to achieve our vision. In spring 2019, the campus worked to map out the action steps for four of the aspirational statements:

1. Honor our liberal arts tradition by preparing students to create and discover solutions to complex problems of the 21st century, through inquiry, community-engaged learning, and rigorous experiential projects across the curriculum, including integrated first-year and capstone experiences.

3. Develop integrated strategies to build and maintain an optimal and sustainable student body size while also recruiting and retaining high quality faculty and staff.

5. Acknowledge the first peoples of this land and the land's history as a Native American boarding school through curriculum, programming, and partnerships with Native Communities, as well as through visual markers on campus.

6. Create a democratic community committed to open communication where students, faculty, staff, and local community members from all backgrounds are empowered to contribute to the decisions, infrastructure, and liberal arts education on UMN Morris's campus.

Emanating from the work of the taskforces, and given the results of an open forum and an online survey, the campus weighed in on priorities and ultimately endorsed ten action items at its May 2019 meeting, which fall into three broad, yet related, categories:

First, addressing our enrollment challenges. Second, supporting our students' pathways to, through, and beyond their degrees. And third, building community.

Fully half of the action steps are directed toward fortifying and building our student enrollments. Over the summer I announced a reorganization in the enrollment management area, followed by the August return to campus of Stan Henderson and Cedric Howard, the AACRAO consultants that evaluated our retention efforts last academic year. Those of you who attended their session and read their report know that they took great care to develop a deep understanding of Morris, our culture, and our practices. Stan and Cedric are continuing to work with us this year, broadening the scope of their efforts, to guide us in building a strategic enrollment management (SEM) plan.

As you may know either from their visit in August or Stan's visit last week, they have worked with many institutions to develop goals, strategies, and tactics to develop focused and intentional campus-wide efforts around student recruitment and persistence. Our work with them on the SEM planning process has just begun, but we will have a strategic enrollment management plan in place by the end of the spring semester to guide us with these crucial initiatives. The short timeline is informed by the fact that it already too late to fully effect next year's class - entering in the 2020-2021 academic year (recruitment is well underway for next year's class). If we want to impact the 2021-2022 class, it is incumbent upon us to develop our goals by the end of this academic year.

As you may know, there are four main teams working to build our SEM Plan. A data team, a recruitment team, a persistence team, and the Planning Leads. The structure and composition of our internal teams is based on Stan and Cedric's advice, informed by their work with many institutions. They recommended that the recruitment and persistence groups consist of no more than a minivan's worth of people, composed of faculty, students, and staff with operational responsibility for areas related to enrollment management. In putting together the teams, we consulted with Membership and MCSA. The groups are charged to be consultative and they are already thinking about how they will build robust campus communication plans. All campus community members are invited and encouraged to participate in the SEM process whether on a committee or not. It will take us all working together to ensure that a robust and

effective plan emerges. You will hear more about this work and the SEM Planning process later in Campus Assembly.

A related action step had to do with developing a unified institutional identity to be communicated both internally and externally. We have been working toward this in partnership with our colleagues with University Relations and a private marketing firm. This marketing research is meant to help us craft a stronger market position, which we will leverage to advance our recruitment efforts. Earlier this semester the firm conducted qualitative interviews and focus groups that included students, faculty, staff, alumni, and donors, as well as considering input the community has shared throughout our visioning and planning process. You should all have received a request to participate in the quantitative portion of this research, providing feedback on the qualitative results. The short online survey closes tomorrow, December 4th. I encourage all of you to complete it if you have not done so already (a reminder was sent yesterday via email with a link to the survey). Results will be shared with the community, once they are available, and will help to shape our next admissions marketing campaign.

Work to support our students' pathways to, through, and beyond their degrees is also in process consistent with other of the priorities resulting from SVP. One of the major observations in Stan and Cedric's report was the fact that we are not a transfer friendly campus. One - but not the only - reason for this has to do with our general education requirements, and probably not coincidentally, one of the priorities emerging as a top priority is rethinking general education. The Curriculum Committee has been talking about general education this year, with an eye toward review and possible revision. The committee has invited the campus community to submit proposals for consideration that meet Curriculum's core criteria: flexible; interdisciplinary or multidisciplinary; easily, concisely explained and understandable by internal and external audiences; consistent with our mission; and assessable. Proposals are due to Curriculum by the end of January, and then will be discussed, shared, and perhaps, ultimately brought to Campus Assembly for consideration.

Stan and Cedric's report also recommended rethinking some of how we introduce students to high impact practices in the initial years of their Morris experience, and how we chart our students' pathways through their undergraduate years and help them to navigate their time here. Thinking about the first year experience emerged as a top action and has been part of our HLC Quality Initiative. Discussion will continue, I expect, through the vehicle of the SEM Persistence Team.

The third broad category of priority action steps has to do with building community. Here again, there has been work underway. We have created a web portal inviting community members to contribute their ideas about how we can continue to build an inclusive and respectful campus. I have asked our chief diversity officer, director of EDI, and Assistant to the Chancellor for Native American Partnerships, to craft a draft plan that has the goal of proactively enhancing our capacity to ensure that we are an inclusive and respectful campus. You will hear more about that next semester. I also am in conversations with our system colleagues to bring a climate assessment to the Morris campus.

Initiatives aligned with and supporting the acknowledgment of our boarding school history and efforts toward understanding, learning, and truth telling about this land's history have also emerged. The campus has become a member of the National Native American Boarding School

Healing Coalition, and in early November hosted the first in an annual series of fall gatherings in support of these goals. Our new sculpture, *Grandmother Water Woman*, will soon have signage with Dewey Goodwin's artist's statement in Anishinaabemowin, Dakota Iapi, and English.

This semester work commenced on the remaining four aspirational statements:

2. Strengthen our commitment to scholarship by supporting faculty, staff, and students in research and creative activities.
4. Ensure that UMN Morris is a leader in environmental, social, and economic sustainability.
7. Provide full accessibility to all of UMN Morris's teaching, living, service, and learning spaces and technologies to create an inviting and usable environment for everyone on our campus.
8. Amplify University of Minnesota, Morris's place as a center for education engaged with the region, state, nation, and world, and solidify its role within the University of Minnesota system so that it can strengthen and be strengthened by the system campuses.

In response to community feedback on the process last spring, we added Community Conversations, open and unstructured discussions that asked those who attended to provide insights into and recommendations concerning the four aspirational statements that were under consideration. The taskforces for each of the statements have now completed crafting their recommendations. Inasmuch as we have had multiple things going on this semester, as a campus we have not considered their recommendations to develop action steps. We will take the process up in the spring.

Hiring Updates

As I reflect on the semester, it also seems that I ought to acknowledge the searches for four very pivotal positions that are underway this fall and the additional search, for director of the Office of Admissions, that we will launch in early spring.

The last couple of weeks, and the upcoming weeks, are filled with candidate campus interviews. These represent the penultimate steps in a long and thoughtful process that each search committee is shepherding. At the end of this week, our final candidate for Vice Chancellor of Academic Affairs and Dean will visit Morris, and this week and next we will meet candidates for director of the Office of the Registrar, Athletic Director, and director of the Office of Communications and Marketing. I encourage everyone to attend open sessions and provide feedback to the search committees.

Finally

In reviewing these remarks it occurs to me that we have accomplished and continue to accomplish much on our campus. As I noted at an earlier Campus Assembly--in a different context--Morris is small but mighty. We are mighty because each and every one of you cares

deeply about this university and I thank you again for your commitment and the work that you do every day on behalf of this institution and, especially, our students.”

II. For Action. From the Steering Committee. Approve minutes from 10/29/19 Campus Assembly meeting unanimously approved as presented.

III. For Information. Update on the Equity and Diversity Advocate (EDA) pilot program: Heather Peters.

Heather Peters presented the following PowerPoint:

-- insert PowerPoint --

She added that they will continue to invite individuals who are interested in training this spring. The plan is to bring the proposal back to Campus Assembly at the end of spring semester for a vote.

IV. For Information. From the Steering Committee. Updated Community Hour Schedule.

Ted Pappenfus, Chair of Steering Committee, reported that Community Hour continues to evolve and Steering is receiving feedback. Known conflicts are that some committee members are on more than one committee, e.g. the division chairs serve on Curriculum and also on Finance. The current model does not allow them to attend both meetings. The new proposal was shared with the vice chancellor group, the division chairs, and committee chairs.

Revised Schedule for Spring 2020:

Tuesdays (Jan. 28, Feb. 11, Feb. 25, Mar. 10, Mar. 24, Apr. 7, April 21, May 5)	Thursdays (Jan. 30, Feb. 13, Feb. 27, Mar. 12, Mar. 26, Apr. 9, Apr. 23)
Steering Committee	Membership Committee
Equity and Diversity Committee	Curriculum Committee
Student Affairs Committee	Thursdays
Planning Committee	(Feb. 6, Feb. 20, Mar. 5, Apr. 2, Apr. 16, Apr. 30)
Faculty and P&A Affairs Committee	Finance Committee
	Scholastic Committee
	Consultative Committee

V. For Information. Update from the Strategic Enrollment Management Planning Process: Melissa Bert, Merc Chasan, Jill Beauregard, Jennifer Deane, Jessica Porwall

The [Strategic Enrollment Management planning webpage](#) has been updated and includes links to (1) the full AACRAO report and presentation slides shared by Stan Henderson and Cedric Howard during their visit to campus in August 2019, and (2) the Strategic Enrollment

Management (SEM) Planning Open Campus Forum slides shared by Stan Henderson during his visit to campus in November.

Our SEM Planning Leads Team (Melissa Bert, Jill Beauregard, Merc Chasman, Jennifer Deane, & Jessica Porwall) has begun meeting to review campus data and begin drafting goals. Stan and Cedric plan to visit campus next on January 27th and 28th, 2020. The Recruitment and Persistence teams will begin meeting in early February 2020.

In advance of Stan and Cedric's next visit to campus, the SEM Planning Leads will be offering an opportunity for the campus community to gather for discussion about the draft SEM goals. **This conversation will take place in Oyate Hall on Tuesday, January 21 from 3:30-5:00pm.** Additional information about the campus conversation will be provided in January.

The expertise and insight of the campus community will be essential throughout this process. A [feedback form](#) has been added to the webpage. Please use this form to provide suggestions and feedback to the SEM Planning Leads Team.

Feel free to contact any of the lead team members if you have questions or comments.

Questions/comments:

- How does this work interact with the All University Strategic Enrollment Planning? Michelle Behr responded we will continue to participate in the All University Strategic Enrollment planning but added their work will likely undergo some modification because the new provost will begin in March and she may want to do things differently. The focus of this work is what are the essential things we need to be doing? We need to look strategically at how we can impact and change our enrollment.

VI. Announcements.

Barbara Burke, chair of the ad hoc committee on reallocation of committee assignments, reported the group is working hard to meet the February deadline. They have met with many constituents and existing committees to discuss possible ways various committee duties can be spread around. The committee has created a one question on-line survey regarding fall faculty professional day.

VII. Campus Committee Reports. This meeting we will hear from: (a) Autumn Johnson and Viktor Berberi, co-chairs of the Student Affairs Committee; (b) Josh Westfield, UMM representative of the Student Senate; and (c) Angie Vetsch and Margaret Kuchenreuther of the Consultative Committee.

Autumn Johnson and Viktor Berberi, co-chairs, Student Affairs Committee,

This semester, the Student Affairs Committee has:

1. Approved some student orgs (new organizations and inactive organizations as well as updated constitutions) and approved members for student behavior committee.
2. Partisan Funding. This will keep us up-to-date with other UMN policies. This was endorsed by Student Affairs, MCSA and was voted on in AFRC. "Partisan political student groups are not eligible to apply for and/or receive general student services fees.

“Partisan political student groups” are organizations affiliated with and in support of a registered political party or candidates for election. Such groups may seek funding for their nonpartisan political activities (e.g. candidate forums available to all qualified candidates, nonpartisan education programs, etc.) through other University grant and student funding programs. No registered student group may use University funds for partisan activity (defined as any activity in support of a registered political party) or on behalf of a candidate for public office in a political campaign. "

3. The committee is looking to endorse a “Lets Thrive” mural in the tunnel and will be discussing a new poster policy. The plan is to bring this to Campus Assembly in the spring semester.

Questions/comments:

- Where will people be able to post their ideas or information? Viktor said they have been surveying all spaces on campus to see what we have, how they’re used and how they are managed. One issue in the hallway is that posters are posted on top of each other. There will still be space for posters.
- Who is making this decision and will the campus have an opportunity to weigh in? Nothing has been decided at this point. We are not eliminating all poster spaces on campus simply rethinking the purpose of the tunnel.
- This is very concerning to those of us who support free speech.

Josh Westfield, UMM representative of the Student Senate

The Senate Consultative Committee and Student Consultative Committee has been discussing the Twin Cities general education requirements. This is a big issue on the TC campus. When we go through our gen ed revisions, it will be good for us to look at what the TC has done and if we can learn anything from their process.

Angie Vetsch and Margaret Kuchenreuther, co chairs, Consultative Committee

Consultative Committee would like to endorse what Jess Larson presented at the 9/3/19 Campus Assembly. Recognizing the large number of emails students receive, a review and reform of the criteria for UMMOFFICIAL should occur before the creation of an additional list to consider the possibility of including academic things (like advertising openings in classes). These things likely only occur during certain times of the year and could possibly be aggregated by discipline or general education requirement.

The following actionable steps are suggested:

- Review the events posted to UMMOFFICIAL as too many emails are being received.
- Review the moderation of the UMMOFFICIAL list for adequate academic representation.
- If additional lists are created (like one for events) consider opt-out options.
- Provide clarification of who can send email, the acceptable content of the emails, and where this list gets distributed.

VIII. All University Reports. This meeting we will hear from Roland Guyotte, member of SCFA Retirement Committee.

In 1989, the University moved from direct benefit to direct contribution retirement system. Over the last decade the structure of retirement plans has evolved with investments, technology, and vendors. This changing landscape has led to new best practice opportunities that the University of Minnesota should provide to participants. The University undertook a significant project that included a detailed, public University of Minnesota bidding process resulting in the selection of Fidelity as the administrative manager for the University retirement plans.

IX. Adjourned at 12:40 pm.