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## Campus Assembly minutes 02/17/2014

Campus Assembly

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Campus Assembly Meeting  
February 17, 2014

**I. Chancellor's Remarks.**

Chancellor Johnson gave the following remarks: “Thanks to everyone who participated in the Community of Scholars event—the grounds crew who worked round the clock to clear the walkways and parking lots; the custodians who spruce up the buildings; the students who escort prospectives, who lead tours, and to the five students who present at the end of the day; community members who ride the buses with our parents to tour Morris; music faculty who staged the prisms concert at the end of the day—it was really cool; to all the staff and faculty; reading of the essays to interviewing to monitoring the interviews; special thanks to admissions and to financial aid staff; it’s a really big deal. This is the eighth year we’ve done this and it’s gotten better and better every year. Parents are impressed.

We are in the midst of the budget planning process—our meeting in the Twin Cities is March 9. Budget instructions are some 40 or maybe it’s 60 pages long; they include additional “reallocations” which really translate into cuts. Part of President Kaler’s plan to make the U of MN more efficient and more effective. It’s tough for us because we already are effective and efficient. I’m working with my leadership team to address budget issues and challenges; and working with finance committee; we have to present a balanced budget and we will; the budget is tied to enrollment numbers, and as important, tied to revenue generated from those numbers.

Little more than a week ago, we hosted Brandon Sullivan on our campus from the Twin Cities Human Resource office that brought with him our Campus Engagement survey results. He presented to the vice chancellors group—we are now rolling those results out to other groups—division chairs, admin committee, and supervisors. That will happen over the course of the next several weeks and the results will be made available to the campus and relevant campus committees. Important thing is the action we take in relation to what the results reveal. There are things to celebrate in terms of employee engagement and opportunities to improve.

There have been multiple alumni events over the course of the past several weeks, at various locations including Fort Myers, Florida where President Kaler joined us; in Mesa, Arizona for both the WCSA annual winter gathering and for a gathering of some two dozen alum’s; and this week in the Twin Cities for the mid-winter alumni event.

The Board of Regents met last week—the big news was the Vikings. Other items included a systemwide sustainability committee report. Artwork from some of our students will hang in the board area—I wish more of you were able to participate in these meetings---it’s a terrific window into the workings of the university system.

We were nominated for a climate leadership award by the ACUPCC and will produce a video highlighting what happens here. There will be a crowd sourcing event where you will have a chance to vote for your favorite school—there are three other nominates in our category—all private colleges. Stay tuned for more information on that and how to vote, coming up in the next few weeks.”

**II. From the Steering Committee. Motion to approve December 2, 2013 minutes as presented. Motion passed by unanimous voice vote.**

**III. Old Business.**

**A. For Information.** Update on the Resource Allocation Review.

Chancellor Johnson will be convening people from several Assembly committees in the next few weeks. All of the results have already gone to the Finance Committee, and they will go to Planning and

Consultative. A final report should come to Assembly later this semester. In response to a question from Mary Elizabeth Bezanson about access to the results, the chancellor explained that Ann Kolden has loaded results in a searchable spreadsheet, which is what the committees will work with, and that information will be available to the campus community subsequently.

**B. For Information. Update on WLA.**

Dean Finzel provided an update regarding the WLA resolution group. The resolution group includes Bart Finzel, chair, Gwen Rudney, Nic McPhee, Peter Wyckoff, Janet Ericksen and Jon Troe.

Charge 1: To rule on pending WLA exemption petitions that were tabled in November 2013 by the Scholastic Committee. Those petitions were acted on in mid-December and impacted students were notified of the outcome prior to the start of Spring 2014.

Charge 2: To figure out a process for any petitions that will arise in Spring 2014. Proposed process is as follows: Students who inquire about WLA petitions will be referred to Brenda Boever to create those petitions. English faculty have agreed to meet up to 3 times this semester to review and act on those positions. Brenda Boever and Judy Korn, transfer specialist, will attend first meetings with the English discipline.

Long-term goal: WLA Resolution Group is currently working on a long-term solution to ensure that all students take WLA in the future, as was the original intent. Finzel indicated that this will likely entail more than changes in the course description and the outcome of this work will be presented to Campus Assembly in the future.

**IV. New Business.**

**A. For Information. From the Student Affairs Committee. Proposed policy to become a Commercial Tobacco Free campus.**

Becca Gercken, chair of Student Affairs Committee, introduced the policy, noting that it refers to *commercial* tobacco rather than to ceremonial uses. She stated that the Student Affairs Committee has hosted two forums and offered other opportunities to provide feedback, and they will continue to do so until the policy goes forward for a vote at the April Assembly meeting. Some students, however, seem to feel as if the policy is inevitable. Allison Wolf, MCSA representative, explained that the feedback from students (or lack of feedback) may in part come from feeling as if they have no persuasive say in the whether or not the policy is implemented. Wolf encourages Assembly members, students in particular, to reach out to students to gather their responses. The policy has been sent out by email and will soon also be available online. If implemented, policy would go into effect July 2015.

**B. For Action. From the Membership Committee. 2013-14 committee replacements. Motion passed by unanimous voice vote.**

James Wojtaszek replaces Chrissy Kolaya on Scholastic Committee  
Hector Garcia replaces Mitchell Moe on Curriculum Committee  
Joe Kleckner replaces Joe Vertnik on Planning Committee  
Troy Goodnough replaces William Straub on Faculty Development

**C. For Information. From the Planning Committee. New comparison group for UMM.**

Margaret Kuchenreuther, former chair of Planning Committee, and Arne Kildegaard, current chair of Planning Committee, outlined the process and result of reviewing and updating UMM's institutional comparison group. Margaret explained the background of the Morris 14, a comparison group we used for a long time, and the COPLAC comparison set; in both groups are institutions that share a lot with UMM but also many that do not (that have large graduate programs, for instance). The process of finding comparable institutions took about a year, and it was really challenging. The committee drew on such

things as a *Chronicle* study a few years ago on institutional peer groups, but UMM is not really in either the private or the public cluster that this tool produced. In spring 2012, the University of Minnesota Office of Planning and Assessment visited (statisticians) to help us start this process and with their model and tools, presented us with a long list of what their tool deemed as comparable schools, in order of decreasing similarity. The committee rejected the U of M tool as it too heavily weighted aspects that we do not consider of so central (the U list included, for instance, colleges with missions distinctly unlike UMM's). Committee members instead worked with Nancy Helsper on alternate approaches. (The complete report is attached to these minutes.)

The result of the process is a list of five schools that are and ten peer institutions. The list can be read separately or together, as one group of both peer and aspirational institutions:

**PEER**

Albion College  
Coe College  
Concordia College at Moorhead  
Lycoming College  
Massachusetts College of Liberal Arts  
St. Mary's College of Maryland  
SUNY at Purchase College  
University of Virginia's College at Wise  
University of Maine at Farmington  
University of North Carolina at Asheville

**ASPIRATIONAL**

DePauw University  
Gustavus Adolphus College  
Kalamazoo College  
Macalester College  
St. Olaf College

The peer group includes both publics and privates, some of our competitors (Concordia) as well as those colleges that came up closest to us repeatedly in various versions of running comparison sets. Arne stressed that the committee looked at qualitative things that don't show up easily, such as is the college's mission religious? Jennifer Deane asked for clarification of "aspirational"—are they doing things with their money that we want to do or is it just the fact of having the money? Margaret responded that, for instance, a higher graduation rate might be tied to more money, but still the school was very similar in important ways to us. Tammy Berberi asked for information on some of the ways that comparison groups get used. Margaret replied that every year we need to generate a report for things such as grad rates, and our comparison group is used in this as well as in such things as arguments for higher faculty salaries. The chancellor added that one important place the comparison group is used is the annual Accountability Report, presented to Board of Regents and required by state, with demographic characteristics, too. She further noted that U of M staff were open to us adapting or developing our own process and they knew they didn't really understand us. President Kaler will look at the final comparison group, too. Jim Cotter recalled that one motivation for this study was our claim that of insufficient pay, to which a U response was that our pay was low "only by way of your [inflated] comparison group." How, then, he asked, are they going to respond to the new group if the motivation was to keep us from complaining about our salaries? The chancellor demurred, saying that she did not believe that salary was the primary motivation for revisiting the comparison group. Margaret added that the UMM committee moved the focus from money as the major measure for comparison to such things as mission. Fort Lewis, for instance, is similar to us in some striking ways, such as the federally mandated American Indian tuition waiver, but in other ways, including mission, so different as to not be included in the final list. Jim Cotter pointed out that the list might also be used in discipline reviews, when we compare ourselves to other departments; he asked if the committee looked to see if majors match up. Margaret replied that they did, although that doesn't mean that every major we have is included at each of these places, but they did look closely to see if there was a general match, with broad liberal arts focus on each of these campuses.

**D. Other new business.**

None.

**V. Campus Governance Reports.**

Hazen Fairbanks reminded people that this weekend is Tech Fee review.

#### **VI. All University Reports.**

Peh Ng, SCFA representative, reports discussion on changes to sabbatical and single-semester leave. Talk of sabbaticals paid at 50% for full year or 100% for half year. Discussions are also looking for greater support for single-semester leaves, with the intent to provide this opportunity for all probationary faculty but potentially going away as an opportunity for tenured faculty. Ng is chairing this committee and asked for early feedback even though it has not yet went to faculty Senate. Comments from several faculty on the Assembly centered around concerns that the competitive single-semester option may go away for tenured faculty, clarification that the sabbatical and single-semester leave are quite different, and concerns that acquiescence to such a change will discredit the level of scholarly research that is happening at UMM.

#### **VII. Announcements.**

Jim Hall provided an update on Enterprise Systems Upgrade Program (ESUP). More information can be found on the upgrade: <http://upgrade.umn.edu/> The UMM team working on the upgrade, to whom questions can be addressed include: Jill Beauregard, Clare Dingley, Lori Kurpiers, Nancy Helsper, Bryan Herrmann, Sarah Mattson, Colleen Miller, Lowell Rasmussen, Mike Vandenberg, and Jim Hall. The upgraded system is scheduled to go live in October.

#### **VIII. Adjournment.**

Adjourned at 5.47 pm.