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Planning Committee

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Planning minutes 01/23/2013

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Planning Committee
Wednesday, January 23, 2013
Prairie Lounge

Present: James Barbour, Charlie Cain, Michael Eble, Julie Eckerle, Jim Hall, Arne Kildegaard, Jane Kill, Margaret Kuchenreuther (chair), Sarah Mattson, Lowell Rasmussen, Jordan Wentz

Absent: Leslie Meek

- ◆ Handouts-- *Table : Average 2011-12 Faculty Salaries for Working Comparative Group and Comparison Group Generator: Top 25 Colleges, Models #1-10* (attached at bottom of minutes,) also "Baby-Changing Table Proposal."
- ◆ *Margaret Kuchenreuther*—Are there any corrections, additions or discussion on the last 3 sets of minutes (November 21, November 28 and December 5) sent via e-mail to the committee. There were none. Julie Eckerle made the motion to approve the minutes, Jim Barbour seconded the motion.
- ◆ The committee looked at the "Baby-Changing Table Proposal" forwarded from the Student Affairs Committee (attached at the end of these minutes). We have been asked to endorse the proposal to install baby changing tables in places where currently none exist on the UMM campus. The committee endorsed this proposal, in phases as listed. There currently are about 17 in place across the campus. Julie Eckerle made the motion to endorse this proposal and Michael Eble seconded this motion (wants it to be known, as a father, he appreciates changing tables in men restrooms or gender-neutral restrooms). All agreed to this.
- ◆ We still need to look at a few schools to look at for the comparison groups, for instance Ramapo.
- ◆ *Margaret Kuchenreuther*—*US News Best Colleges* lists the top 10 public liberal arts colleges as:
 1. US Naval Academy
 2. US Military Academy
 3. US Air Force Academy
 4. Virginia Military Institute
 5. New College of Florida
 6. St Mary's College of Maryland
 7. UNC—Ashville
 8. University of Minnesota Morris
 9. Purchase College—SUNY
 10. Massachusetts College of Liberal Arts

We have not considered Massachusetts College of Liberal Arts. Should we?

Today's faculty page had an article from *ABOUT.com* listing UMM as one of the best liberal arts colleges also including:

- 1 College of Charleston
- 2 College of New Jersey
- 3 New College of Florida
- 4 Ramapo
- 5 St Mary's of Maryland
- 6 Suny--Geneseo
- 7 Truman State
- 8 University of Mary Washington
- 9 UNC—Ashville
- 10 University of Minnesota, Morris

(This list is in alphabetical order, no specific ranking.)

- ◆ Do we need to look at College of Charleston, College of New Jersey, Ramapo, and Truman State? (Though the latter has several graduate programs so probably don't need to look there.)
- ◆ At the last meeting, Jacquie mentioned that she had gone over some models with Nancy Helsper. Jacquie and Nancy did some comparisons. They also did a composite sheet that compares Models #1-10.
- ◆ Models #1-5 are the ones we worked with, Model #6 lists Minnesota competitors, Model #7 includes institutions with similar 6 yr. grad rates (from IPEDS data), Model #8 includes schools with similar rates for Pell Grants, Model #9 is a response to a query from Dean Bart Finzel wondering why Massachusetts College of Liberal Arts was not included for consideration and Model #10 includes Plains States (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota.)
- ◆ The document is arranged by the order of how many times a college appears from 6 – 1. You can that this list includes a number of schools we have deemed peer, yes/maybes, aspirational.

#1. University of Pittsburgh—Greensburg	PEER
#2. UNC—Ashville	PEER
#4. St Mary's College of Maryland	PEER
#8. The University of Virginia's College at Wise	YES/MAYBE,
#9. New College of Florida	YES/MAYBE ASPIRATIONAL
#11. Fort Lewis College	YES/MAYBE
#14. St Olaf College	ASPIRATIONAL
#21. University of Maine at Farmington	YES/MAYBE
#26. Concordia College at Moorhead	YES
#40. Gustavus Adolphus College	YES ASPIRATIONAL
#48. Kalamazoo College	YES ASPIRATIONAL
#50. DePauw University	ASPIRATIONAL
#53. SUNY at Purchase College	YES/MAYBE
#53. Macalester College	ASPIRATIONAL
#61. Carleton College	ASPIRATIONAL
#65. Massachusetts College of Liberal Arts (this was only on 1 model)	

- ◆ Are Central College, Lycoming, Illinois College, Maryville, Coe College, Cornell, Hanover College, and Albion, colleges we need to visit or revisit? The problem is we don't have enough "PEERS." We also need to decide on the "YES/MAYBES." Among the extra colleges found on *About.com* or *US NEWS* lists are there more we need to look at? Or any others found on Model #3 that we perhaps overlooked?
- ◆ Model #3 listed mostly privates. The very first list we looked at included:

#2 Albion College
#3 Lycoming College
#4 St Mary's College of Maryland
#5 Ursinus College
#6 Cornell College
#7 Earlham College
#8 Allegheny College
#9 Randolph-Macon College
#10 Lawrence University

- ◆ Also, Roger Wareham's Faculty Affairs Committee has been working on updating the Faculty Survey. Roger took our list thus far, and had Aaron (his assistant) find salaries. You can see Morris is toward the bottom of the list as far as salaries. (See attached document at the end of the minutes.)
- ◆ *Jane Kill*--Seeing this information, it seems strange that UMM gets such top-notch faculty.
- ◆ *Margaret Kuchenreuther*-- It helps that the cost of living in Morris (at least housing) is lower, especially in comparison to the Twin Cities, for example.

- ◆ Some of our questions, such as graduation rates, are answered by Model #7. If there is an “X” listed by a college, that college is within 10% of our graduation rate.
- ◆ *Michael Eble*--asked if we could explore the thought of URBAN vs. RURAL logistics. Even though a lot of these don't appear to be in large metropolitan areas. Though New College of Florida and Asheville are certainly in larger communities.

Jim Hall reminded us that Macalester too, is in St Paul.

Margaret commented that St Mary's College of Maryland is in the greater Washington DC area.

- ◆ Schools in Model #10/Plains Region are Central College, Coe College, Cornell College, St. Olaf, Bethany Lutheran, Gustavus Adolphus College, College of St Benedict, St John's University, Macalester College, Carleton College, Luther College, and Grinnell College.
- ◆ *Arne Kildegaard*—Wondered in respect to our current working list, if we said YES to all the Yes/Maybes we would have 9 institutions. I suggest we say YES to all of those.
- ◆ *Charlie Cain*--I agree and I suggest we remove the ASPIRATIONAL status from New College of Florida and have it a Yes/Maybe as we have several ASPIRATIONAL without it.
- ◆ *Margaret Kuchenreuther*--Mentioned New College of Florida appears on 4 of the Models. It appears in Models #4 & #5, which are roughly the same and the same in the 6 yr. graduation rate, and Model #9. We are not the same as far as Pell Grants, which indicates people of need. Whether they are above or below us is not known.
- ◆ *Julie Eckerle*--If we are going to do this list right, we need to look at Central College, Illinois College, Coe College and other such institutions that seemed to come up on several models.
- ◆ *Margaret Kuchenreuther*--Should we then look at all institutions that come up on at least 4 models. It would be just a few so it would make sense to look at these schools. None of these is located in Minnesota. There are two from the great plains region (Coe and Central colleges both located in Iowa.)
- ◆ The Committee reviewed Illinois College. The college is located in Jackson Illinois. The faculty/student ratio is 11:1. (Morris faculty/student ratio is 15:1.) They do have a \$110 million endowment. It is a small liberal arts college. They are more like us than not like us, but about half the size of UMM. The Committee decided that this institution is kind of like us, but appeared to be a step behind us. We need to look at others first before adding them to our list.
- ◆ *Margaret Kuchenreuther*—I explored Lycoming at in the very beginning of this process, I should probably be looked at again. In addition, we should look at the other schools:

Albion	Jim Barbour
Central College	Jordan Wente
Charleston	Michael Eble
Coe College	Sarah Mattson
College of New Jersey	
Cornell College (Iowa)	had been looked at earlier and still feels not like UMM
Hanover	Julie
Lycoming	Margaret
Maryville College	Charlie Cain
Millsaps	Michael Eble
Ramapo	Arne
SUNY Geneseo	

If there is an institution that looks interesting on the list, please feel free to explore and bring the information to our next meeting. Maybe someone should look at Earlham too. We will continue this discussion at our next meeting.

UPCOMING SPRING SEMESTER AGENDA ITEMS

- ◆ *Margaret Kuchenreuther*—I will be sending out a large document I received from Sylke Boyd on behalf of the Academic Support Services Committee regarding a learning commons proposal, which LeAnn Dean has in conjunction with the library. We will probably want her to come and talk to us, maybe in a couple of meeting times.
- ◆ Chancellor Johnson would also like us to review the last Strategic Plan and see what is actually completed, or what is currently being worked on. She would like to participate in that discussion as well.
- ◆ *Lowell Rasmussen*—I would like to discuss HEAPR when it fits into the schedule. In a couple of weeks the floor plans for the One Stop Office should be available and I could bring it to this committee to look at. Also the 6 year capital requests and discussions around that after February 7.
- ◆ *Margaret Kuchenreuther*--As chair of this committee, I am also a member of the RAR Tier 3 Committee (as are Jim Hall and Jane Kill). I am not sure what is going to come out of this. This Committee will probably end up with a report from that.
- ◆ *Jim Hall*—I would also like a time to talk about audits. February would be best.
- ◆ *Arne Kildegaard*-- Is the Planning Committee involved in the Campus Compact request? Margaret's response is the Finance Committee is mostly, but it does certainly have to do with the priorities of UMM.
- ◆ *Lowell Rasmussen*—The timeframe is a really tight timetable. The budget directions were sent to the Finance Committee Chair today (Wednesday, Jan 23, they were received at UMM on Friday, Jan 18.) Everything has to be submitted by March 1, and the review meeting with Pfutzenreuter is March 8. That is the timeline on the compact.
- ◆ *Arne Kildegaard*-- How do the priorities get set? Is this an administrative thing or does it involve campus governance?
- ◆ *Lowell Rasmussen*—There are some priorities set from Central. We have a retrenchment allocation that has been set by the President. We have other commitments the Finance Committee is weighing into pretty heavily. We have other funding commitments in relation to scholarship programs and last year the budget was met with a one-time only funded \$300,000+. The \$300,000+ deficit is back this year so decisions will have to be made. One being, do we continually augment with one-time funding or do we make permanent retrenchments? That is what I know right now. The Finance Committee meets Monday and I suspect that will be high on their agenda. We can certainly bring information back. (Margaret will try to be in contact with Michael Korth, the chair of the Finance Committee.)
- ◆ *Arne Kildegaard*-- Maybe not everyone here knows or understands the process we are talking about, it is pretty big dollars.
- ◆ *Lowell Rasmussen*--I don't know. Margaret do you want to set aside some time to go over the budget process with this committee?
- ◆ *Margaret Kuchenreuther*--We don't have very much time....
- ◆ *Lowell Rasmussen* --here is a QUICK snapshot of the process...

To arrive at the Compact we go to the Central Administration and say:
this is what we think our salaries are going to be
this is what we think our tuition revenue is going to be
this is what we think our expenditures are going to be
this is what we think our student numbers are going to be

And, based on these figures, we believe (by March 8) this is what our fiscal picture will look like.

Why this is so significant is that *every* division, *every* department, *every* college in the entire University system has this same requirement: to give Central the “snapshot” that says here is what we are going to look like next year. Central Admin then builds all their budget projections on the submitted “snapshots.” Will they be exactly what we say on March 8th? No, they might not be, but Central basically holds us to the numbers we present on March 8th. Whether we are better or worse doesn’t make any difference as far as Central is concerned. The numbers presented on March 8th will be the numbers they use for their budget.

- ◆ *Arne Kildegaard*-- This sounds entirely like something the Finance Committee needs to worry about. However, there used to be a process where we received a monetary stimulus to use for certain strategic priorities to invest this way or that.
- ◆ *Lowell Rasmussen*-- Thank you for reminding me. The Finance Committee is working on that right now. And that is the issue. We have money sitting in a contingency fund that potentially could be used for investing. For example to create a new curriculum, new revenue strings ... you define what investing means. But currently, we don’t have a process in place for people to submit or apply for those funds. The Finance Committee is working on that right now, to find a process that says if you think you have something that has some value, then here is the process you use to put forth that idea. There will be some process put in place in the governance to vet those ideas and ultimately a decision is made. Right now it doesn’t exist and the Finance Committee is working on that too.
- ◆ *Arne Kildegaard*-- Does a list of priorities exist someplace, which could be submitted to Pfitzenreuter, or whomever needs it? This whole process for grassroots percolating and vetting doesn’t exist yet? And yet here comes a funding round and I assume we will be submitting something, a list of prioritized items to invest in.
- ◆ *Lowell Rasmussen*-- No, we don’t get to the line item detail on the Compact Budget per say. We are just looking at revenues vs. expenses. We are not looking at what classes are going to be taught, how many faculty will be teaching, and how many credit loads generated, those numbers don’t get to the budget detail until May.
- ◆ *Margaret Kuchenreuther*--I know for example when Environmental Studies was founded, Jacquie made an appeal to get money and that was done through the Compact process.
- ◆ *Lowell Rasmussen*-- Yes, there always is a caveat in there that says if you have new initiatives, you may bring them forward, but don’t put any dollar amount on it.
- ◆ *Margaret Kuchenreuther*--I think Arne’s question is how do those get decided? And shouldn’t the Planning Committee be a part of that process?
- ◆ *Lowell Rasmussen*-- I think that is why Jacquie wants to review the Strategic Plan again. I think that is part of the process...as some things can be crossed off that list, other things we can say that will never happen. However, if you have new things/ideas please get those to the VCs and that process can begin there. However, there is not much optimism about much new funding available for those kinds of things.
- ◆ Troy Goodnough has also asked to bring a report to our committee about sustainability here at UMM. This Committee’s charge includes thinking about energy issues, etc., and UMM puts out many reports about its sustainability. So he would like to bring us some information and questions about direction. I will contact him and try to schedule him in when I can.
- ◆ *Margaret Kuchenreuther*--Don’t forget to do research on schools for our next meeting.