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Planning Committee

Campus Governance

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Planning minutes 03/17/2015

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MINUTES OF THE PLANNING COMMITTEE

17 March 2015

Present: Jon Anderson, Taylor Barker, Michael Eble, Jim Hall, Seung-Ho Joo, Jana Koehler, Sarah Mattson, Brook Miller, Lowell Rasmussen, Gwen Rudney

Chair Jon Anderson called the meeting to order at 2:01 pm.

Minutes of the 18 February 2015 meeting were presented. M/S Approved

Minutes of the 24 February 2015 were meeting presented. M/S Approved with one correction.

Jon Anderson: At the last Campus Assembly meeting, the Assembly discussed a list of UMM Strategic Priorities for FY 16. Jon displayed onscreen the Planning Committee's document and the committee discussed the document.

- International Students: support services for them? Adequate?
 - UMM is seeing increasing diversity, not just foreign students
 - In the 90s there was a higher percentage of African-American students. Since then, we have gradually deemphasizing their recruitment.
 - We need to recruit in key strategic segments. Think about diversity more broadly; e.g., first-generation students, immigrant populations
 - Our diversity is high for colleges in the Midwest, about average for the nation
 - Most of our students of color are American Indians.
 - UMM is about 24% students of color:
 - 6% American Indian
 - 3% Asian
 - 0.2% Hawaiian
 - 2.7% African Americans
 - 9% International Students
 - The correct numbers are cited on the HR web pages.
 - If having foreign students is mere glamour, then we'd be better off focusing our recruiting on domestic students.
 - We're not looking for just numbers of diverse students, but for various types of diversity.
 - Is UMM attuned to demographic changes in places where we recruit?
 - Ethnic, economic, etc.
 - What are our targets and goals?
 - We've been successful so far, but what targets do we want to set?
 - We need language to express these ideas.
 - Jon will draft some verbiage and we will consider it at another meeting.

- Organizational Structure: There are 2 more Campus Assembly meetings this year. Maybe we could make it to the second one with our ideas.
 - Is there a "typical" organizational structure? Some have the Chief academic officer as second in command to the Chancellor.
 - Chief Academic Officer is the Provost?
 - Our VCAA/Dean reports to the Chancellor.
 - Some schools of our size have quite different organizational structures.

- Taylor B. contacted President of DePauw – and got a response.
 - There's lots of variation within and across size classes.
 - Jon's document looks like the comments we want to make.
 - Do we see any patterns in the job description of high-level administrators?
 - Sarah: According to our consultant for the Dean search, candidates balk at large number of reports. Six to eight usual maximum.
 - Historically, what do UMM organizational charts look like?
 - For an administrator to have 6-8 reports is a time sink.
 - Work still has to be done – who picks up the slack? Authority is being pushed to lower levels. We need to give more training and authority to the reporting lines; otherwise, reporting lines would get too crowded and little work gets done.
 - Instead of another VCAA, could there be a Deputy or Assistant Dean?
 - It would be a very unusual occurrence for an institution to ask for another high-level administrator. So, we have to adapt and cope. How do we do that?
 - The campus could take a more aggressive approach to empowering people lower in the structure. There must always be checks and balances, such as through advisory committees.
 - We shall extend an invitation to VCAA and the Chancellor. One at a time or both?
 - Perhaps we should rethink Faculty roles, such as making more equitable distribution of advising duties.
- Back to the peer group. Why is our expected graduation rate lower than most in the UofM system? We're not very different from our peers. Larger percentage of women will increase expected graduation rates. Privates report differently than public. What about percentage of minorities. This has a strong effect of lowering the expected graduation rate. SAT verbal: we're not much different than our peers. What is pushing our expected grad lower? Fraction of women pushes it higher. Fraction of minorities strongly pushes it lower. Average ACT verbals at 25th percentile push it higher. Yet another is percentage over age of 25 pushing lower. Percent receiving federal grant aid also pushes lower. It is still difficult to ascertain what is really pushing our expected grad rates lower.

Next week, Mike Cihak. Following week: Sandy Olson-Loy.

ADJOURN: approximately 3:03 pm