Consultative Committee   Campus Governance

2-13-2017

Consultative minutes 02/13/2017

Consultative Committee

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Consultative Committee Meeting
Monday, February 13, 2017
9:15 a.m. Prairie Lounge

Present: Michelle Page, Angela Stangl, Noah Pilugin, Collette Millard, Kelly Asche, Nancy Helsper, Ted Pappenfus, Alisande Allaben, Jane Kill, Megan Jacobson, guest Chancellor Michelle Behr

Submitted by: Ann DuHamel

Introductions of members present and guest Chancellor Behr

Description of committee, given by Angela Stangl

1. <u>Recent issues discussed</u>:

1 Brief discussion of **Discipline Coordinator position** for the Chancellor
Chancellor Behr asks what we would do with this information from the survey?
M. Page: we don't make policy, we share information - with P&A, General Assembly, Dean, Chancellor, etc.

Chancellor Behr asks when results come back - then what happens? How do we navigate this? Where do those results go?
M. Page: ultimately it goes to Academic Affairs; Division chairs will also have a say.

Chancellor Behr: where does the policy recommendation come from?
M. Page: Academic Affairs -- both Dean and Division Chairs.
T. Pappenfus -- Consultative Committee can provide recommendations.
The policy makers are the division chairs and dean.

Chancellor Behr: What are duties of confidentiality of this committee?
M. Page: We have evolved into a committee that is open; we value the part of our charge to be a safe space, so people can bring issues.

Angela Stangl: there are a lot of representation from groups on campus in this committee.
M. Page: equal representation (3 students, 3 P&A, 3 faculty, etc.)

2 **Training for search committees**

3 **Service load/campus governance load**
Conversation about why people might be disengaging from campus governance.

Chancellor Behr asks about these 2 items.

Questions brought forth by student.

M. Page: Implicit Bias training on the Twin Cities campus.

How to systematize that; ongoing concern -- we need more institutional support

Chancellor Behr asks: more broadly, is this climate? More specific to search committees?

M. Jacobson: more specific to search committees, depends on make up of committee

Consultative Committee has sent memo to Division Chairs asking them to be more mindful about makeup of committees

Related to: How to recruit and retain a diverse faculty and staff.

Broader issue.

Pulse survey - designed more for Twin Cities campus. Not all relevant for UMM; we get aggregated into a larger group, and we don't get specific data. K. Asche: doesn't feel there is a good process for campus climate review.

Student exit survey: questions more about academics (programs, federal and state reporting requirements), not campus climate. C. Millard: also not many surveys for majors.

Chancellor Behr: better not to wait until students are done with the program.

N. Helsper: Might be doing a survey, SERU, administered by Twin Cities(designed for Big Ten) as a pilot on UMM campus this spring

M. Page: would be more helpful for us to do a survey that is qualitative/ mixed methods.

History: S. Olson-Loy brought in a consultant for interviews, focus groups (~10 years ago re: "Poster Incident"), specifically for campus climate, geared toward everyone (especially students)

T. Pappenfus: there is a lack of data. As an institution, we may want to develop something.

K. Asche: felt at end of last year, there was a flaring up.

Chancellor Behr: governance load, what happened with that?

M. Page: Faculty and PA Affairs Committee - held focus groups, shared results

Where does that stand?

Angela Stangl: Results presented at Campus Assembly

M. Page: Related is the Constitution review. By and large people were not over-represented on committees. It's not the governance committees per se, in terms of service burden. The Membership Committee had concerns about staffing all committees--it was a challenge. One thing the constitution review group is asking is Should we re-articulate the purview of some committees? Eliminate some? Expand some?

Where is constitutional review?

A sub-group of membership committee: Michael Korth, Matt Zaske, Dave Israels-Swenson

Survey, community meeting.
Still in conversation stage.

T. Pappenfus: suggests sharing Julie Eckerle's report from Sp. 16 with Chancellor Behr
M. Jacobson/K. Asche: these results are related to campus climate

Angela Stangl: e.g., Job Classification Study - painful process for Morris; committee tried to be advocates for particular groups of people.

2. Ongoing Concerns

Angela Stangl: Representative from FCC: Concerns with the recent presidential executive order

N. Pilugin: MCSA: voting tonight about Sanctuary campuses
Students looking toward administration to make a statement in support of international students, to create solidarity.
C. Millard: different students from different groups are in support of this
M. Jacobson: some students have been very vocal, not particularly diplomatic, against MCSA
C. Millard: a climate survey right now would be very interesting. Desire for historic climate data. Tension, this issue is getting to the heart of it.

M. Page: sense from FCC rep (Janet Ericksen) is that we would like to have a statement in support of international students.
Questions: Should there be such a statement? What should it say? Where should it come from: Should it come from Consultative? Should it come from Administration team? From all of the above?

Full professor conversation is part of the division chair conversation.

M. Page: in some ways, we need a mechanism for people to share what's already happening.

T. Pappenfus: asks historically what has MCSA done?
C. Millard: Yes, a lot of students feeling unsafe, much tension and fracture after election. Sent statement over student listserve, discussion in forum.

M. Page: MCSA has also been instrumental in bringing items to university-wide senate floor.
C. Millard: feels the statement should come from every corner of the school. Demonstrates that UMM is a safe space for all students.
N. Pilugin: indicates that many students feel that administration isn't doing enough.
C. Millard: issues with communication on campus. Email isn't always the best way to be heard, but there isn't another means.

Chancellor Behr: asks about methods of communication across campus. How do things typically get out there?
For students: 1) student list-serve (50+ emails/day); has transitioned to opt-in. 1200-1300 students on it.
2) UMM official emails; not used often, used for official university correspondence.

For faculty: 1) formal list
2) opt-in, personal list
We rely on other forms of communication, to varying degrees of success.
i.e., Dean -> Division Chair -> Faculty

Chancellor Johnson would use community meetings in addition to Campus Assembly
Single issue, focused topics, presentation of information with time for discussion afterwards.
They are informational sessions and feedback, not a place for action.

M. Page: if we can ever resolve a common meeting time, this could help to address the issue of communication.
Possibility of voting on it this year; implementation wouldn't be until 2018.

M. Page: We're a campus that's valued having all voices at the table, having the time and ability to discuss issues is important. Intertwined with issues of governance.

Chancellor Behr asks how often committees meet?
Depends on committee.

3. Sounding Board
The committee serves as a sounding board, encourage Chancellor Behr to use the committee in that role.

4. What other questions does the Chancellor have for us?
- Strategic planning process, to think about UMM over next 10 years, as a future-looking institution. Will want help/guidance for how to structure that, who the appropriate bodies are. Important priority for us to start on that. System-wide strategic planning -- very generic. What we do will be consonant with that, but relevant to us. Strategic action steps.
- Educative work - higher ed landscape, how this affects us going forward.
- Affects enrollment, retention, profile, programs, etc. -- affects everything.