

Meet and Confer Feb 5 2020

Present: Steve Carlson, Derek Webb, Jan Heuer, Lainie Hiller, Mike Murray, Dean Frost, Keith Marek, Allen Bedford, Megan Zothman, Tony Peffer, Faith Hensrud, Deb Peterson

Meeting called to order 4:02pm

DW- is the administration contemplating retrenchment at this time?

FH- no

DW- are any faculty under investigation?

MZ- yes

DW- would it be possible to have a number that HR is handling, and Deb is handling?

MZ- I don't know if we can separate out

MM- how many is DP, how many is MZ handling?

DP – I have zero at the moment

MZ- one open, two closed.

FH- president's update.

First item, asking Allen Bedford for some help on this. We received a good news letter from HLC that they have accepted the report of the team that was here and they are moving us forward to allow us to choose from open or standard pathway, and we are going to choose the open pathway. We still have to do the project, I think it's a quality initiative as part of that. All good news, it's not official until they post it on their website but reaffirmed for accreditation for another 10 years.

JH- what is the difference between open and standard?

FH- standard is usually prescribed for institutions that aren't making as good progress on the criterion as they should be and requires closer monitoring as they have another visit. NTC is on the standard visit and they haven another visit in April. We are more free to choose our path. They are basically saying you can decide to make yourself stronger in the way you think fit.

TP- the open pathway is by invitation only.

AB- they say within 30 days we are getting the statement of accreditation status updated on their website. There are two actions that will be posted, first is to continue the accreditation and the other is to affirm that we are eligible to select the open or standard pathway.

FH- this is very good news.

FH- NextGen. I want to make you aware of the fact that the selection committee at the system level for the vendor that will be chosen has requested the ability to negotiate from the board, and they received that. We don't know who the vendor is but we know that they have selected a vendor, making progress there.

Campus diversity officer search. We posted this around the holiday, and we have Travis Greene chairing the search, and we determined we want to extend for another 30 days, we didn't think we had a diverse and qualified pool, reaching out to folks in similar positions and trying to get a better application pool. Travis is going to continue to develop the interview process.

FH- strategic plan. I don't think we've been doing a good job of regular updates of our strategic plan progress. We know we are working on it, but we aren't necessarily tracking things as well as we should I think we committed to March and then we will have a really robust update for the start of the fall semester. I think Bob Wilkinson is director of IR, and we will be including him to make sure we are tracking and putting into an easily communicated format and providing updates on our website.

FH- reorganisation plan and budget. I want to go through what I'm intending to do now that we've received some feedback, back in December we had some conversations and feedback and put together a plan (also a survey) sent out a proposed organisational structure and then asked for more feedback, then took that into consideration as we developed what the structure will be. MZ has some details about the types of comments we received

MZ- from the two different surveys we ran, it wasn't really high numbers, the first one went out after the round table conversation, and lots of positive responses including the level of position, and the shift of student affairs over into enrolment was positive, that was the biggest answer we had in that survey. Lots of comments re admissions staffing, and marketing and staffing and how those two things connect. Few other comments, a few handful that said we don't need a VP, or any leader within that area, and financial aid should go to the CFO. One of the areas of concern was related to the campus diversity officer and the reporting line, specifically related to AIRC and whether it should be in that structure or another, a lot of additional comments that were unrelated to structure, but related to campus issues. The second survey, we sent out after the start-up breakfast we did the survey were responses that were really split in support. The main cause for concern was the reporting of the AIRC to the position.

FH- enrolment management and student success. Basically, elevate the position of exec director to vice president.

Total cost is about \$218k (including fringe etc.).

Looking to set up a Strategic enrolment committee, separate to the one already in existence.

JH- the advising that you were talking about- is the academic advisement no longer involved?

FH- when you think of academic advising, what are you thinking of?

JH- course sequence, courses offered

FH- oftentimes what happens in advising is that students come to you clueless about how to register and how to access DARS etc., but it would make more sense to have a dual advising model- an advisor who deals with the nuts and bolts re financial aid, registering, etc. and the faculty can talk more about what you want to accomplish as part of your program? It can help with retention. There's a cost behind it, but it's particularly helpful for folks in their sophomore and freshman year.

DF- is there data on how students see these advisors more or less approachable than faculty?

FH- we had a couple of faculty – RA and TR – did some advising surveys and I don't know if it was involved in their surveys, but there was a lot of dissatisfaction from students about advising.

AB- the story I've heard here is very similar to what is in the literature. Some students are more about the personal connection. Research shows that when students make a personal connection, and so when institutions provide multiple pathways for students to make that connection, their students are more satisfied. I don't think it's just one group, but giving students some choices, and so is more to do with the relationships that develop, be they faculty or staff.

DF- I appreciate that but the president was talking more about retention, and your point is that relationships matter, and if we move to a model where we have a professional model where they have 400 plus students, doesn't it defeat the purpose?

FH- I'm referring to it as a dual model – there are two individuals the student can go to when they're seeking advice and support. We need to get a group together to talk this through- it's just an idea.

DF- I taught for 20 years at another university and I don't believe I changed that much from that university to here, but I noticed a huge shift in students reacted to coming to my office they don't want to come to my office they see it as coming to an office for a root canal.

FH- we have some data that have been gathered by faculty, so we need to look at those and see how we move forward.

TP- MAP. No update. I can give a real quick teaser for later at fall start-up you might remember I did a comprehensive update on where we were and pretty soon in this semester I'll do something not as quite elaborate but will update the only other announcement I have is that you folks already know that Diane Backer has been helping the president for a while now and to help me there's somebody you might recognise on third floor is Tammy Meyer. She'll be here for a while- she is the Brett Favre of BSU.

DW- positions update?

MZ- I don't have any update unless you have questions. I don't think we have any complete yet, we don't have any faculty offers yet. They are all deep in the process. It is a little bit behind where we were last year.

AB- course caps. Here is the addendum (attachment A)

## **2-5-20 – Attachment A**

### ***Provost's Addendum to the Course Cap Protocols: Condensed-Format Courses (2-5-20)***

*Any course offered in fewer than 12 weeks will have class capacities set at 20% lower than the "optimum" minimum level as defined in the Course Caps Protocol. Condensed-format courses of fewer than 12 weeks will not be subject to cap increases to "doable."*

*This protocol addendum is to take effect starting with the summer 2020 sessions and, unless revised, applies to all subsequent academic sessions.*

*As stated in the Protocols, this addendum does not limit faculty members' or a department's discretion to set course capacities above the Protocol-defined minimums.*

. re courses that meet in the condensed format- any course that meets for fewer than 12 weeks. This is in response to the question you brought us in November. Records has already put the course caps as defined here in the summer course

TP- I want to say I really appreciate the work that the faculty who helped collaborate in the point committee it has been really helpful to me and we look forward to whatever comments senate wants to bring

DW- thank you we will take this under advisement

Fh- I'm sending out some time today a message regarding the coronavirus- mostly a don't panic" kind of thing, but acknowledge that there is a travel advisory for china, so if you have anything planned for that, you aren't going to get it approved.

TP- It's already out.

Adjourn 442