

KANSAS WESLEYAN UNIVERSITY
Institutional Direction Committee Meeting
December 13, 2019

IDC is under the expectation of keeping confidentiality about necessary candid conversations to carry out the charge for this committee.

Minutes

Present: Dr. Matt Thompson (Chair), Dr. Bill Backlin, CFO Rhonda Bethe, Dr. Dorothy Hanna, Dr. Paul Hedlund, Dr. Steve Hoekstra, Dir. Janeane Houchin, Dr. Damon Kraft, Head Coach Anthony Monson, Prof. Barbara Marshall Nickell, Dir. Bryan McCullar, Dir. Ken Oliver, Dr. Melanie Overton, Dr. Kristy Rodriguez, EAP Jan Shirk, Dir. John Swagerty, VP Bridget Weiser, and AD Steve Wilson.

Call to Order: Dr. Thompson called the meeting to order at 3:32 pm and Dr. Overton offered the opening prayer.

Minutes: The Nov. 13 minutes were approved.

Academic Program Prioritization Discussion. Dr. Thompson shared a printed copy of the email message he sent to faculty and the Board on Dec. 3, an update on the APP progress, and reviewed the revised timeline.

December 9, 2019: Use the substantive conversation time at the faculty meeting to workshop ideas from one's own department/division and for cross-campus suggestions that will help to create at least \$200,000 in reductions.

Week of Jan. 6, 2020: Encourage individuals, units, and cross-functional teams to continue to explore and consider additional ideas, and departments/divisions encouraged to meet during this week.

Jan. 13, 2020: Faculty meeting to finalize ideas and recommendations.

Jan. 17, 2020: IDC finalizes recommendations.

Jan. 27, 2020: Present recommendations from IDC for faculty review and action at a called faculty meeting.

Feb. 7, 2020: Formal proposal submitted for Board action at Feb. 21 Board meeting.

SP20-SP21: Follow appropriate internal processes (i.e. curriculum committee action) for recommendations once approved. Some of these items will be able to be implemented prior to the 2020-21 academic year. Other items will need more time in order to be implemented in the 2021-22 academic year.

If topics such as a fulsome review of the Liberal Studies move forward, then there must be a commitment to complete the review and take action on implementation by the end of the Spring 2020 semester. (Additional curricular work can occur after that, but direction and change must be settled in this timeline in order for the subsequent implementation to happen by Fall 2021.)

Discussion:

- Some itemized breakdown of general budget numbers can be provided for the Dec. 9 faculty meeting, but not salary info as some of the changes affect staff.
- How is the process going organizationally? There have been the expected challenges, but this has also resulted in the push out of other ideas and best recommendations. This process will continue to be hard for a large group to come forward with a cohesive set of recommendations; but that is our charge from the Board.
- This same review process for administration was begun over a year ago, with more in-depth focus on making substantial administrative cuts this past spring. This process was managed by the President's Council.
- Faculty getting together in divisions need to keep all recommendations on the table. Collectively, we need to come up with an additional \$200K in savings, and we need to grow enrollment.
- There are still real costs involved in the changes that could result in savings.
- The total WE budget is \$15K. This is a high impact practice that we should built into faculty load.
- Cost savings will come from reduced overload, restructuring class scheduling to make it viable for more enrollment, and efficiencies
- More information is sought by faculty when asked to contact new recruits. Dr. Overton will address this with the admissions counselors.
- Dr. Hanna provided an update from her report to the Board at the Dec. 5 called Board meeting.
- What does the board see as their role in the process? The Board of Trustees is the ultimate authority in determining academic programs of the university; but they are relying on the administration and the faculty to come up with viable recommendations. The Board remains focused on taking action on formal recommendations at the Feb. 2020 Board meeting.
- There may be some recommendations coming forward by some faculty for other departments, more about load and equity. We have to keep these discussions collegial for the overall health of the institution. This is about what can we sustain, and what does the market dictate. In shared governance it means both involvement and taking responsibility.
- We need to change from the survival mentality of "flat is the new growth", to a "we need growth" mentality as a leadership group in order to capture the market.
- Can we use summer to generate revenue from offering courses for credit or licensure, but to do it carefully and selectively?
- The institutional assessment forms need to be reviewed to see if we can be better at allowing for faster changes. (Changing prefixes for example) However, caution comes with this to not return to only a few people making changes quickly. A balance is necessary, between being antiquated and being prudent in how we make curriculum changes. Going back to a short form is not the right decision. It will take all of us being alert in the process to keep up with changes. For example, we should not talk to Eisenhower scholarship recruits about the Honors Program since it may be cut.

Next IDC Meeting:

The next IDC meeting is ~~Tuesday, Dec. 17 at 1-2:30 pm~~ scheduled for Friday, January 17 at 3-5pm in Backstrom Conference Room.

Adjournment: Dr. Thompson adjourned the meeting at 4:04 pm.

Submitted by:
Jan Shirk
EAP and Meeting Recorder