

KANSAS WESLEYAN UNIVERSITY
Institutional Direction Committee Meeting

September 23, 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, Head Coach Anthony Monson, Prof. Barbara Marshall Nickell, Dir. Bryan McCullar, Dir. Ken Oliver, EAP Jan Shirk, and Dir. John Swagerty

Absent: Dr. Damon Kraft, Dr. Melanie Overton, Dr. Kristy Rodriguez, and VP Bridget Weiser.

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

Minutes: The Sept 9 meeting minutes were approved as printed.

President's Remarks

AD Transition: Dr. Thompson provided an update on the search process for new Athletic Director. Over 60 applications were reviewed, Skype phone interviews were conducted and now the three finalists will be on campus the next two weeks for on-site interviews. All were encouraged to attend the campus presentations each will do as part of their visit.

The MARCOM Director job opening will be posted tomorrow and the search for that position will begin soon.

UNFINISHED BUSINESS: None.

NEW BUSINESS

Academic Program Prioritization (APP) – Dr. Bill Backlin

- The APP process is on schedule.
- The series of open forums for faculty have had 32 attendees. There are two more meeting times scheduled in the next couple weeks.
- The APP team of Drs. Backlin, Hanna and Hedlund have been reviewing the qualitative data evidence submitted by faculty and they will meet this week to score all 47 programs.
- Following that, the team will form recommendations to be submitted to Divisional Council for review until Oct. 8 or 9. Then the recommendations will come to IDC.

Strategic Plan Year Two – Update – Dr. Thompson

- IDC had received the most recent update on the Strategic Plan-Year Two project.
- A few due dates were pushed back 15 days, but for the most part we are on track to meet the year two benchmarks.

Budget Process/Planning – Dr. Thompson/Rhonda Bethe

- A draft 2020-21 budget will be ready for IDC review at the next meeting.
- The goal is to have a draft 2020-21 budget (not for vote at this point) to share with the Board of Trustees at the October meeting.
- A 2.5% increase in tuition will be recommended for next year; this will come to IDC for a first-pass review and discussion at the Oct. 7 meeting.
- Course-specific fees are being considered to help cover expenses. These fees will be based on actual course expenditures
- We are still ahead of where we have been in previous years with respect to the decision on tuition for the next year.
- It is expected that next year will see a \$40K next year all in including room and board.
- Every coach was required to submit a recruiting plan to have benchmarks to hit at intervals, discussed rosters and how this affects overall enrollment goals

HR Policies and Benefits Update – Rhonda Bethe

- News about the health and dental insurance plans for next year was shared.
- We belong to the KICA pool of 26 schools. The KICA Board approved plans last week.
- Health insurance rates will increase 5.6% overall, and dental insurance rates increase by 29%.
- Premiums are paid month in advance; 2020 rates begin with December 2019 paychecks.
- IMA has not provided renewal rates yet on life insurance.
- Enrollment for next year will all be online (dates will be announced soon).
- No change in AFLAC options.
- Schools who exceed a designate risk level are declined membership in the KICA pool.

HR Staffing

- The HR Specialist hired will start on Monday, October 7.
- IDC discussed the process for hiring an HR person.

CAMPUS WIDE TOPICS

- It would be good to have a list of who people report to. Matt and Rhonda will talk about this.
- Per diem policy will be on the next IDC agenda.
- Benefits survey will be going out soon.
- Nursing Ed Center: looking at end of this week to be completely done with the demo.
- Fees: The fee schedule will be rolled out in a strategic manner. The tech fee is only for FT on ground, but we are looking at pro-rating this fee for PT and online and grad students; a recommendation will come forward for this.

Next IDC Meetings: The next IDC meeting is October 7 at 1:30-5pm in Backstrom Conference Room.

Adjournment: Dr. Thompson adjourned the meeting at 4:20 pm.

Submitted by:
Jan Shirk
EAP and Meeting Recorder