

KANSAS WESLEYAN UNIVERSITY
Institutional Direction Committee Meeting

September 9, 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), CFO Rhonda Bethe, Dr. Dorothy Hanna, Dr. Paul Hedlund, VP Mike Hermann, Dr. Steve Hoekstra, 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 and VP Bridget Weiser.

Absent: Dr. Bill Backlin and Dir. Janeane Houchin

Call to Order: Dr. Thompson called the meeting to order at 3:31 pm and Mike Hermann offered the opening prayer.

Minutes: The Aug. 26 meeting minutes were approved with one correction to page 2: the **Bereavement Policy was also approved last month.**

President's Remarks

AD Transition: Dr. Thompson expressed appreciation to Mike Hermann who is leaving KWU Sept. 21. A search committee has been appointed and will begin reviewing resumes this week, hold Skype interviews next week and campus visits the last week of Sept. The expectation is to have the new AD hired by Homecoming. A meeting with all head coaches is scheduled for tomorrow and they will receive the department update. In the interim, the following roles have been assigned to be sure areas are covered:

- Ken Oliver will serve as the interim AD, with more oversight duties. Bill Neale and Anthony Monson will report to Ken.
- Bridget Weiser will serve as the interim Associate AD. Ryan Showman, David Toelle, Dan O'Connell and Tiffany Wearing will report to Bridget.
- Anthony Monson will have budget responsibilities for the dept.
- Ryan Showman will be responsible for the academic pieces for the athletic dept.
- Tiffany Daniels will work with corporate sales, athletic events, game day operations.

Paula Hermann will be at KWU through October. MARCOM will start the search for a new director in a couple weeks.

UNFINISHED BUSINESS: None.

NEW BUSINESS

Budget Process/Planning – Rhonda Bethe

- Rhonda has now met with almost all department heads and has had positive conversations and feedback about the department heads being involved in the process.
- 90% of FY2021 budgets have been submitted.
- We will start looking at the income side for the budget, with tuition and fees.
- Brief discussion on what, if any, effect the increase in part-time tuition had on enrollment. The part-time enrollment number did decrease, but it is hard to determine if the tuition change was part of the reason. Spring is typically our larger part-time enrollment, so we may have a better understanding on this in the spring.

Academic Program Prioritization (APP) – Dr. Damon Kraft

The open meetings with faculty have gone well. 94% of the program qualitative data has been submitted to Dr. Backlin by faculty for the APP.

Transfer Student Admission Requirements – Dr. Melanie Overton

Dr. Overton provided a history of the requirements, and an overview of the draft proposal for changing the admission requirements for transfer students.

- The KWU Enrollment Committee has also reviewed the proposal.
- The last change was to raise the GPA requirement to 2.5 in an effort to not water down the requirements. This is currently out of step now with other institutions, except Baker and Bethel.
- The data shows we turned away 14 part-time students for this fall. The process for those falling below 2.5 is too cumbersome and can serve as a deterrent to prospective students.
- Proposal is to drop the GPA requirement for transfers to 2.0.
- The student with GPA below 2.0 would have to have a compelling story/explanation in order to have Admissions review their application for admittance.
- The 2.0 meets eligibility requirements for NAIA.
- We have to be careful with transfer students who go through the programs requiring higher GPA such as Teacher Ed, or Nursing programs.
- A meeting with all recruiters is scheduled for Sept. 16.
- We should add this information to the academic catalog, a sub 4-year plan.
- Clear language is necessary around the 2.0 GPA about what will not count (vocational, remedial). KU has good language to use as a template. This clear language also needs to be included on the acceptance letters.
- IDC discussed the difference between face value GPA and quality GPA. The face value would be the transcript as it is. The quality GPA would be after review by the Registrar for only accepting/counting qualifying hours.
- The 090 courses have been working and we don't want to take that away. Do we need to offer a 090 course that is different for transfers than freshmen?
- This proposal will alter some of the other requirements that are bogging down the process for transfers.
- Several years ago, we changed the requirements to base scholarships on face value GPA. If the quality GPA improved, it could improve their financial aid ---but it would not reduce their aid.
- We also need to look at second semester when transfers come in.
- Dr. Kraft has requested more data from other schools, and he will take this to the Sept. Faculty meeting. Final recommendation comes from Enrollment Committee.

Motion: *The motion for IDC to ENDORSE the admissions requirement of a GPA of 2.0 for transfer students as proposed, was M/S/C (Monson, Hoekstra, respectively). Motion APPROVED.*

NAIA Eligibility: IDC discussed the current situation with 13-14 of our students still awaiting notification from the NAIA Eligibility Center on their status for fall 2019. With implementation of a new system at NAIA, the whole process has been slowed. This may be leading to some questionable outcomes of our sports due to this delay. Dr. Thompson will communicate to NAIA on behalf of our institution. There has been very little communication from NAIA to help our school and students through this transition. Student athletes do pay \$125 to NAIA to process their eligibility.

HR Update – Rhonda Bethe

- The last day for Kayla Pearson (assist. HR director) is Sept. 10. A search is underway to hire a new HR specialist as soon as possible.
- We have ten more HR policies to review. They will go through EIIA (free expertise hours), then to the Ad Hoc HR Review Committee, and IDC.

- The next HR survey to be shared with employees pertains to employee benefits. A draft copy of the survey questions was distributed. Brief discussion regarding the retirement benefit, offering possible scenarios, having sensitive analysis questions, and making questions standard to collect data on a regular cycle (every 2-3 years). Suggested edits for questions re-wording are to be sent to Rhonda by COB tomorrow.
- Next year's rates on health and dental will be voted on by KICA at their board meeting on Sept. 18. The goal is to keep the premiums affordable and still maintain good coverage for our employees.

Accreditation and Compliance – Dr. Damon Kraft

- The HLC Assessment Academy project report from KWU has been submitted. Dr. Bill Backlin and Bill Neale will be attending the fall 2019 Midpoint Roundtable Oct. 30-Nov. 1.
- The Business Department is looking at the *Accreditation Council for Business Schools and Programs* (ACBSP) to seek program accreditation from. Student conversations are beginning and formal recommendations for the program will be coming this fall.
- Addictions Counseling information has been sent to the State of Kansas for the regular review.
- Compliance – No report.

CAMPUS WIDE TOPICS

- The recent ad of McPherson College focusing on their students graduating with little or no debt, was discussed. We need to look at what is actually happening with the student aid. They are using same stats that would be true for KWU as well. We should also be providing financial literacy training for our students. Our student debt is very comparable to KSU and KU graduates after four years. The national student debt picture is very complex. It is important for IDC to stay engaged and up to speed on current trends regarding student debt. We do help students graduate who have debt, but are employable. We have to help them understand and be responsible for their debt. We should consider requiring financial courses for our students --- early. This is something we should move forward collectively as a campus topic. IDC can talk further on personal finance and how we can offer this to our students, using our faculty, coaches, advisors. This would be a high impact practice.
- Roofs --- no update.
- Plant Operations Project Request Form: John clarified the process, particularly in regard to securing bids for projects (talk with John first).
- Savings for Summer Hours: John reported that KWU saved \$8,355.57 (or \$2,785/month) due to the summer hours change.
- Will making sure all turn off their computers over the weekend (except those few who connect remotely due to their position), result in any savings for utilities?
- The schedule for next summer will be drafted soon, along with the 2020 Holiday schedule, and come to IDC for approval.

Next IDC Meetings: The next IDC meeting is Sept. 23 at 3:30-5pm in Backstrom Conference Room.

Adjournment: Dr. Thompson adjourned the meeting at 4:48 pm.

Submitted by:
Jan Shirk
 EAP and Meeting Recorder