

KANSAS WESLEYAN UNIVERSITY
Institutional Direction Committee and Middle Managers
Joint Meeting
May 31, 2019
Minutes

IDC Members Present: Dr. Matt Thompson (Chair), Dr. Bill Backlin, CFO Rhonda Bethe, Dr. Dorothy Hanna, Dr. Paul Hedlund, VP Mike Hermann, Dr. Steve Hoekstra, Dir. Janeane Houchin, Dr. Damon Kraft, Head Coach Anthony Monson, Dir. Ken Oliver, Dr. Kristy Rodriguez, EAP Jan Shirk, and Dir. John Swagerty.

IDC Members Absent: Prof. Barbara Marshall Nickell, Dr. Melanie Overton, and VP Bridget Weiser.

Middle Managers Present: Dr. Lonnie Booker, Tiffany Daniels, Jasmin Dauner, Annetta Flax, Jonathan Freemyer, Paul Green, Michelle Jensen, Jay Krob, Bryan McCullar, Dan O’Connell, Esteban Paredes, Christian Mitchell, David Toelle, and Kelley Weber.

Middle Managers Absent: Dr. Meredith Drees, Steve Hovey, and Patsy Stockham.

Call to Order: Dr. Thompson called the meeting to order at 1:30 pm and Christian offered the opening prayer.

Introductions: Both IDC and MM members introduced themselves to the group.

Housekeeping Items:

- We begin the summer hours schedule next week. All staff were reminded to use 10-hours for PTO requests during this time.
- On ground SOAR Day on June 3: 72 students + 110 guests are expected, most from Kansas.

Four-Year Student Experience Overview – Paul Hedlund and Nissa Inunza ('19) presented the report from this year’s Marketing Research class project, the Coyote 9 Stage Persistence Model.

- Model was built of an athletic model:
 - Be coachable
 - What and why
 - leadership
 - Legacy
 - A transfer student piece was included as well
- Project tracked the multiple contact points made with students, semester by semester.
- Marketing Research class used focus groups, Survey Monkey, theme tags
 - Freshmen – Coachable – Emerge (*Exploratory*)
 - Sophomore – What and Why – Engage (*Career*)
 - Junior – Leadership – Empower
 - Senior – Legacy – Excel
- Transfers: most are not new to college, just new to KWU; they do not want to go through first year all over again.
- Reflection is a part of each year.
- Internships and seminars are part of the junior and senior year.
- The project did the research and gathered the data. Now up to us to use as determined.

Discussion

- Noticed students reported stress at every semester.
- Social more important to the students than expected.
- Students are feeling unprepared.
- It is affirming that the upperclassmen want to be acknowledged.
- We should match this info with the iGen info.
- Took until junior year to notice there is “not much to do” in Salina.
- Very few comments in presentation had to do with academics.
- Paul Green’s app uses the KWU Bucket List, will have links to media/news page, will have push move capabilities, and will be good to use this at orientation.
- Advising is important.
- Incorporate in classes that juniors/seniors need to meet with career services; and have a good hook in the sophomore year.
- Hold job market workshops for seniors.
- How can we build in opportunities in classes to use tutoring sessions? Where do we use our activities to undergird this? This needs to come in junior year.
- Appreciated the added transfer piece.
- Transfers need a shared experience, need to feel connected --- especially spring transfers.
 - Buddy system – mentoring – for transfers
 - Faux Greek housing system – for transfers
- It is important to know that what we are going to teach the students ---- is what we mean to teach them.
- All our students are corporate members of the SAYP and can go to the meetings/events.
- We differentiate our language when we talk to different students.
- Post the four-year plan on the intranet --- an advising landing page.
- Expectations are for students to have learned life skills before they graduate.
- Where can students make suggestions? They can and do at Kirwin House events, or can at SGA. We need to push back with students and parents when they are not getting what they want in their athletic experience.

Strategic Plan – Year Two

- Will start academic orientation earlier; Bryan will help facilitate from SSC.
- Introducing the athlete-mentoring program.
- Sophomore shadowing program; pair with a person in their field in the community; will start with pilot of about 10 students.
- Could we add life classes before classes start for upperclassmen? Fall break would be time to offer this too. 60-70% of our students stay on campus during fall break.
- Collaborators: engaging learning experiences, with high impact best practices; what does this look like in each year? Through academic, co-curricular; used to have a KWU service day.
- Idea: use summer to develop and work the skills you learned --- how could we credit this? Needs to be intentional at the front end.
- Badging: are there certain things we want students to learn? It would be a credential used in job seeking.
- Academic program reviews this fall (activities were done this spring).

New KWU Pack Community Mentality

Bryan McCullar reported on the *New KWU Pack Community Mentality*, a response to low sense of belonging to the campus community as measured in the Taking Stock survey during the 4th week of fall semester for all first year students.

- Program is intentionally tied to KWU and ILOs.

- Pilot program will be initiated in FA19-SP20 (30-40 students coming in without connections).
- Part of the reward and enforcement will be built-in for the ones with the highest GPA.
- The more diversity there is in the student groups, the better.
- Program will be set up so that it is not similar to the high school communities. Cater to the college level student.
- KWU Bucket List will be part of the program.
- Brief discussion on what we mean by the “pack”. Some concern it may have a negative quality, but most agreed the Coyote Pack is a positive with good qualities to hold up – our coyotes still retaining their individuality, but also belonging to, a part of the pack.
- Pack will have activities and create a connection for the students, builds in networking from the ground up
- The campus culture should be modified to accommodate the Packs.
- Pack leaders will be chosen from among their own to oversee the larger program for each year.

Faculty Priorities 2019-20 – as determined by faculty at the May called meeting.

1. Salary and Benefits
2. Recycling
3. Academic Integrity – Turnitin
4. Diversity Awareness
5. Greater Investment in Growing Online
6. Student/Faculty Mental Health
7. Faculty/Admin. Issues – Distrust

Collective Goals for 2019-20: Clear direction and prioritization

- Retention and persistence; enrollment management and student success
 - More actively engage students – implementing KWU Bucket List
- Identify upper level student life skills; incorporate a week long badge camp
 - How to change a tire
 - Managing your 401K
 - How to writing a check/personal finance management
 - CPR training
 - How to Vote
 - Insurance (car, health...)

Willing to host: Paul Green offered to host session(s).
- More pro-active choice in work of IDC and MM; team building
- Self-care (mental health, coping, stress mgmt.)
- Admissions enrollment growth
 - Know what our target is for recruiting
 - All understand the value statement and articulate it clearly
- Marketing – sell who we are; promote our online experiences, but we don’t do at exclusion of our other on ground experiences
- Staffing growth plan; maintain healthy student to staff ratio
- Environmental stewardship
- Transparency – information sharing; front-loading communication
- Accountability
- Diversity
- Financial Aid Strategy

Group Sharing – What is happening in your area over the summer months?

- Push to get all the students to complete processing for next fall – Michelle Jensen
- Re-construction of chemistry lab – Dorothy Hanna
- Preparing for increased nursing enrollment: 17 entering juniors, 12 of whom are transfer; 5 seniors; freshmen still enrolling, trying to grow the online nursing tract – Janeane Houchin
- IT busy time of year, new server, firewalls, new lab for library, chemistry lab, copiers will be replaced – Jay Krob
- Prof. Burchill on sabbatical in FA19. Two new Social Work faculty have been hired, classes offered first time this fall, incorporating SLOs in curriculum – Steve Hoekstra
- Baseball showcase – huge recruiting time – Jonathan Freemyer
- Reminding athletes to get all paperwork in, hiring new athletic trainer – Dan O’Connell
- Rolling out Astra schedule with training; SOAR, Pioneer Society, working on Contact and HCFW – Paula Hermann
- SOAR student processing, welcoming summer bridge (9) students – Esteban Paredes
- Finishing up recruiting, paperwork for basketball; every weekend in July involves tournaments – Anthony Monson
- Office moves, chemistry lab work, meeting with energy company, nursing project, city doing water project on Claflin Ave – John Swagerty
- Wrapping up search for dance coach, early move in, NWTY, # of events planned around women’s teams to promote – Mike Hermann
- Summer camps starting, preparing for new year, housing and activities – Christian Mitchell
- TE students getting licensed, have to collect 4 year plans – Kristy Rodriguez
- Rec’d grant to stock the emergency kits, break into phases; training for faculty at fall retreat and for “till help arrives” sessions – Lonnie Booker
- Communications have big digital event – symphony in Abilene; expanding in year or two into River Festival; finishing up app – Paul Green
- Annual fund, writing TY notes to donors; 450 recent front door visits to alumni; planning for 50 years of women’s athletics; spring 2020 alumni weekend – early planning, including a scholarship gala, more outreach to our alumni – Ken Oliver
- Business off moving, payroll training – Annetta Flax
- Diplomas went out today; catalog in the final stages and will be uploaded next week; Nissa starts as GA in Registrar’s Office on Monday – Jasmin Dauner
- Online approval of credit card charges rolling out this summer – Rhonda Bethe
- HLC changed its standards, we must be able to document level of diversity on campus; Equity Council created a survey for faculty and staff – HR will be collecting this – Bill Backlin
- NWTY – soliciting donors; started corp sales – Tiffany Wearing
- Working on current year, wrapped up with spring awards, preparing for next year – David Toelle
- Transition of two boards with memberships, orientations, manuals, rolling over to new year of budgets, dashboards, Strategic Plan, committee assignments, new Astra scheduling, and an office summer intern – Jan Shirk
- Library is shifting print journals, behind the scenes work – Kelley Weber
- Five new faculty members for the fall (English, Teacher Ed, Social Work), with search in process for new accounting faculty, Divisional Council will hold a planning meeting on June 19 – Damon Kraft.

Next MM Meeting: First FA19 Meeting – Friday, Sept. 6 at 10-11 am in Backstrom Conference Room.

Adjournment: Dr. Thompson adjourned the meeting at 4:35 pm.

Submitted by:
Jan Shirk, EAP and Meeting Recorder