

SENATE COMMITTEE ON STUDENT AFFAIRS
MINUTES OF MEETING
February 12, 2014

[In these minutes: Student Employment Re-Design; Changes to the Administrative Policy on Resolving Student Conduct Code Violations; Dr. Danita Brown Young, vice provost, Office for Student Affairs.]

[These minutes reflect discussion and debate at a meeting of a committee of the University Senate; none of the comments, conclusions, or actions reported in these minutes represents the view of, nor are they binding on the Senate, the Administration, or the Board of Regents.]

PRESENT: Patricia Jones Whyte (chair), Lauren Beach, Thomas Bilder, Lisa Erwin, Peter Haeg, Nader Helmy, Joyce Holl, Shivani Kushwaha, Meghan Sable, Michael Stebleton, Brandt Tharp, Carlos Torelli, Amelious Whyte

GUESTS: Dr. Danita Brown Young, Susan E. Cable-Morrison, Sharon Dzik, Becky Hippert,

REGRETS: Teddi Grego, Brittany Link, Kristen Lewis, Liza Meredith, Bryan Oliver Smith, Nichole Thomas, Kendre Turonie, Lanqiu Wu

ABSENT: Matt Fredericks

Welcome

Patricia Jones Whyte, chair, called the meeting to order, welcomed those present, and called for introductions.

Student Employment Re-Design

Susan E. Cable-Morrison, Job Center, OHR-Operations distributed a document that outlined the Student Employment Re-Design. Members reviewed the document and discussed the following points:

- The goal of the changes was to simplify the processes related to employing student employees.
- The six key components of student employment were reviewed.
- The group from OHR has made the following recommendations and are seeking input from the committee:
 - Administrative Policy Review: Revise with many of the provisions moved as administrative guidelines.
 - Standardize all guidelines and classification system for use on all campuses.
 - Decrease the number of student job classifications from 39 to 6-- eliminate entry, intermediate, and advanced levels, as most units do not use.

- Streamline payroll entry (HRMS-Payroll).
- Align responsibility for employment eligibility to hiring units.
- In response to a question Ms. Cable-Morrison explained that the classifications were eliminated based on data that revealed that intermediate levels were not being used. The units can add variation in working titles rather than classifications.
- The project focused on the Twin Cities, but some data was gathered from the system campuses. Vice Chancellor Erwin stated that she would like the opportunity for the system campuses to be involved in the policy development, not just the implementation.
- They are also investigating how to establish consistency in how student employment positions are posted.
- The Student Quick Hire form will no longer be used and units will be empowered to verify student enrollment and eligibility for employment.
- Implementation is planned for July 1, 2014, but it is still pending.

The motion to delay support of the changes until the system campuses have been consulted was made and seconded. The committee will revisit this issue after the system campuses have been consulted.

Changes to the Administrative Policy on Resolving Student Conduct Code Violations

Ms. Dzik explained that the Campus Sexual Violence Elimination Act (SaVe) and Violence Against Women Act (VAWA) require that both parties involved in a sexual assault be provided the opportunity for an appeal. They must also be provided equal access to an advocate and support person. The Administrative Policy and Twin Cities procedures were changed to incorporate these requirements and are here for committee feedback. Additionally, changes were needed in the Campus Committee on Student Behavior (CCSB) Hearing Procedures. Changes to the CCSB procedures require approval of this committee as well as the Vice Provost for Student Affairs.

Ms. Hippert informed the committee of the consultation process that created these changes. The collaboration involved EO/AA, the Office for Student Affairs, the Office for Student Conduct and Academic Integrity, the Student Conflict Resolution Center, and the Aurora Center, as well as the vice chancellors for student affairs on each of the system campuses. The key policy changes were listed on the draft policy as:

1. This policy version includes a new section that outlines required elements of a campus disciplinary process related to allegations of sexual assault, sexual harassment, stalking, or relationship violence.
2. Provides for one campus-wide appeal for the reporting party.

The following responses were provided to member questions:

- The various forms of representation and advocacy that are provided were discussed.
- Appeals can be submitted electronically and this was reflected in the language of the procedures.

Members unanimously voted in support of the changes in the hearing procedures for the Campus Committee on Student Behavior (CCSB).

Dr. Danita Brown Young, vice provost, Office for Student Affairs (OSA)

Dr. Brown Young began by explaining that the OSA is going through a transformation involving the expansion and collapsing of units. She stated that her focus is student success for all levels including undergraduate, graduate, and professional. They are considering the following areas:

- Student Experience
 - Leadership development
 - Classroom interactions
 - Career services and internships
 - Off campus living and community relations
 - Commuter students and their connection to campus
- Diversity
 - International students – A pre-orientation is being discussed because the regularly scheduled orientation is often too late. Students arrive without housing and information that would be more helpful months in advance of their arrival.
 - LGBTQ
 - Students of color
 - Religion
 - Age and non-traditional students
- Student Support
 - Advocacy
 - Crisis and emergency support and procedures
 - Policies that impact students
- Health and Well-being
 - Boynton Health Services
 - Aurora Center
 - Recreation and Wellness Center
- How are these services being delivered? How are we (OSA) branding ourselves? Many do not realize the coordination and units that make up OSA.
- Safety and crime issues have resulted in an examination of campus climate. Many students have raised the issue of racial profiling, not only by the police, but also in the classroom and amongst peers. The description of suspects in the crime alerts includes the race, but a description of behaviors would be

- more helpful. How are students and faculty being educated on how to interact with each other to prevent this from happening?
- How can we partner with the city to consider solutions that involve expanding services, lighting, metro transit, reduce rates, and/or more bus routes. Gopher Chauffer does not have the capacity that is needed since it is a minivan service.
 - Members listed some of the past issues that the committee has explored. They explained that there is no formal process for how issues are raised.
 - Dr. Brown Young is concerned with student loan debt and ways that new scholarships can be developed that will apply to all academic units. She does not want students to miss out on the exploration involved in college, so graduating in three years, in her perspective, is not always the answer.
 - Dr. Brown Young stated that strategic plan is being developed and she would like to bring it to the committee in the next academic year.

Hearing no further business, Dr. Whyte adjourned the meeting.

Jeannine Rich
University Senate Office