
The University Senate

FACULTY · STUDENT · P&A · CIVIL SERVICE

UNIVERSITY OF MINNESOTA

Faculty Consultative Committee (FCC) December 14, 2023 Minutes of the Meeting

These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate; none of the comments, conclusions or actions reported in these minutes represent the views of, nor are they binding on, the senate, the administration or the Board of Regents.

[**In these minutes:** Discussion with Interim President Ettinger; Undergraduate Education Update; Committee Business]

PRESENT: Mark Bee (chair), Rob Blair, David Brown, Liz Davis, Carl Flink, Jennifer Goodnough (vice chair), Sharon Jansa, Robert Jones, Perry Leo, Monica Luciana, Colleen Flaherty Manchester, Tania Mitchell, Pawel Mroz, Sonali Pahwa, Ann Parr, Katherine Scheil, Rachna Shah, Donna Spannaus-Martin, David Stenehjem, Subree Subramanian, Eric Van Wyk, Carston Wagner

REGRETS: Abraham Ayebo, Katherine Scheil, Rachna Shah, Clifford Steer

GUESTS: Interim President Jeff Ettinger; Robert McMaster, vice provost and dean, Undergraduate Education

OTHERS: Jon Steadland, chief of staff, Office of the President

1. Conversation with President Ettinger

Professor Mark Bee, chair, called the meeting to order and welcomed Interim President Jeff Ettinger. Ettinger provided the following updates:

- He complimented Bee on his presentation to the Board of Regents the previous week, regarding the [FCC Faculty Compensation Report](#). He also noted that the group working on the response to the Workforce Reinvestment Resolution was close to having some recommendations. Colleen Flaherty Manchester suggested that an iterative process between the administration and the consultative committees would be ideal. Bee proposed having a discussion in the Consultative Committee Leaders (CCL) group.
- Right before Thanksgiving, Fairview gave notice to the University that they did not intend to continue the current contract. The Board of Regents (BOR) has now authorized Ettinger to confirm that the University also does not wish to renew, and he has until the end of December to do so. Three-year notice is required, so there is potentially time to reach a different agreement or to figure out how to move forward.

- The [Governor’s Task Force on Academic Health at the University of Minnesota](#) is due to provide their report by January 15, 2024. Part of those recommendations may translate into a legislative request to help support the academic health enterprise.
- The current legislative asks of \$45 million in supplemental budget and \$500 million for HEAPR are still uncertain, although HEAPR discussions seem to be going well.

Ettinger then sought input about the proposed policy on departmental statements related to current events. Eric Van Wyk, chair, Academic Freedom & Tenure Committee (AF&T) expressed concern about the tight timeline, noting his opinion that any such policy needs to be consulted widely and thoroughly. Members also expressed concern about a policy being put into place to appease donors and the state legislature.

Bee thanked Ettinger for his time, and Ettinger thanked the committee for its input.

2. Undergraduate Education Update

Bee introduced Bob McMaster, vice provost and dean, Undergraduate Education, who discussed [several issues](#) with the committee:

The Boyer II Report

[The Equity-Excellence Imperative: A 2030 Blueprint for Undergraduate Education at U.S. Research Universities](#) makes the case that excellence without equity is not possible and proposes eleven “provocations,” or areas in which the authors of the report envision institutional and cultural change. The bolded below indicate themes that are particularly salient for current work in undergraduate education at the University:

- World Readiness
- **Freedom of Speech and Expression in Supportive Campus Cultures**
- Access to Excellence
- Teaching
- **Advising**
- Faculty Awards and Structure
- **Access and Affordability**
- Degree Pathways
- Digital Technology
- **Nurturing Mental Health and Well-Being**
- Assessment and Accountability

Enrollment cliff

- Financial concerns and questions about the value of college are widely expected to lead to an enrollment crisis.
- States in the Northeast and Upper Middle West will see the biggest decline in high school graduates.
- The most selective private colleges and public flagships are expected to fare the best. So far, this seems to be holding true for the Twin Cities campus, but vigilance on this issue remains critical.

US Supreme Court’s recent decision on race-based admissions

- All campuses will continue to collect race/ethnicity data for undergraduate applicants, but this data will be suppressed in application review.

- Admissions personnel can factor overcoming obstacles into admission decisions, but not race and ethnicity.
- The University of Minnesota Twin Cities uses a holistic application review model, which considers many factors—such as community service, extracurricular activity, exceptional achievement or accomplishment not reflected in the academic record—in addition to academic preparation.

Enrollment/financial aid

- Almost 40% of Minnesota high school graduates are not enrolled in college for the fall semester following high school graduation. Men from greater Minnesota are enrolling at the lowest rate, at only 50%.
- About 20% of Minnesota high school graduates attend college outside of the state.
- Transfer enrollments have been shrinking over the past several years, and this trend is predicted to continue.
- The four-year graduation rate gap between white students and other populations has been shrinking. In 2002, the rate for BIPOC students was 15.7% below white students. By 2019, it had decreased to 4.9%.
- By emphasizing 4-year graduation, the University has reduced loan debt by up to \$36.5 million for students graduating 2010-2021.

McMaster then opened up the floor for questions and comments.

- In what colleges is growth, in terms of new freshman enrollment, anticipated? Are there colleges where a decline in enrollment is expected? McMaster said that the College of Science and Engineering; the Carlson School of Management; the College of Liberal Arts; and the College of Biological Sciences would like to increase their enrollment.
- Are there efforts to incentivize students who stay in Minnesota but choose another institution to come to the University? McMaster said that there are some such efforts, but they really look at the out-migration problem as a statewide problem, not a University problem. The real goal is to attract students who otherwise would go out of state.
- Is the University prepared to support students from increasingly diverse backgrounds, including students who may not have access to things like internet access at home, etc.? McMaster said that one way the institution addresses such issues is to really encourage first year students to live on campus. That way, they will have access to the kinds of facilities they need to be successful. The University also started a commuter success program several years ago, which tries to provide support in terms of meals and other kinds of resources for students who can't live on campus, mostly for financial reasons.
- Are there any discussions about changing reciprocity, expanding it or contracting it to try to keep more students in state? McMaster said that former president Eric Kaler had looked into that. Reciprocity is in legal statute at the state level in both MN and WI, so it would take quite a bit of discussion and agreement on both sides to change reciprocity.
- The University has had discussions about generalized recruitment versus unit specific recruitment funding. How do you see these numbers in this situation affecting that dialogue? McMaster said that admissions are mostly handled centrally through the Office of Admissions.
- What can we learn from the time in the early 1990s when enrollment was at its lowest? McMaster responded that that decrease in enrollment was actually planned, as the institution made the decision that they wanted to reduce the number of undergraduates to

increase the quality and focus on graduate education and research. That decision was reversed for a number of reasons.

Bee thanked McMaster for the presentation and discussion, and McMaster departed.

3. Committee Business

Bee proposed that the rest of the meeting be held in executive session to allow for candid discussion. A motion was made and seconded, and unanimously approved. Topics covered during the executive session were the proposed policy on departmental statements; the presidential profile; and next steps for the [FCC Faculty Compensation Report](#).

Amber Bathke
University Senate Office