

## University Staff Senate Minutes

January 19, 2023, 11:00-1:00 p.m.

Raynor Memorial Library, Beaumier Suite C

### Present:

#### Elected representatives:

Latrice Harris-Collins, Kirsten Boeh, Jack Bartelt, Molly Eldridge, Sarah Kazlauskas, Maria Cooper, Carol Trecek, Amber Jensen, Nicolle Skoien, Robin Cork, Calley Hostad, Melissa Econom, Steven Robertson, Yvonne Printz, Christine Fleming

#### Other attendees:

Tina Aiello, Lori Montezon, Karen Nest, Cliona Draper, Elizabeth Voltner, Paul Dion, Amy Kaboskey, Tia Langnes, Ritu Sachdev, Maggie Klatt, Karina Mendoza, Yasi Blackmon, Tammy Meyers, Patty Przybylka, Coreen Bukowski, Brigid Alba, Rae-Ann Vanek, Kali Webster, Sherrie Dorff, Kim Poehlman, Liza Vlach, Wendy Butler,

Chair Carol Trecek began the meeting at 11:03 a.m.

### Special Business

Guest Speakers: Brian Troyer, Associate Vice Provost for Enrollment Management and Dean of Undergraduate Admission

- A look back at highlights about the Class of 2026, and transfer students
  - See numbers and percentages of first-year, transfer, Jesuit HS graduates, students of color, first-generation students, honors students, home locations, and gender on slides and recording.
- Third year offering a test optional application.
- Increase in the number of students that visited campus.
  - 86% increase in visitor volume
  - 80% of incoming class visited campus (34% yield)
- Top concerns heard from incoming students: affordability, outcomes, and campus safety (not just physical safety, this included questions about wellness and health).
- The Office of Institutional Research and Analysis (OIRA) has dashboards of information for first-year and transfer students. <https://www.marquette.edu/institutional-research-analysis/interactive-reports/freshman-dash.php>
- Undergraduate team is seeing a trend toward students wanting to enroll with an “undecided” major within a college. Be aware that all colleges, apart from nursing, allow students to enroll as an “undecided” major.
- Changes are being seen in student mindsets of the class of 2020 and beyond throughout and after pandemic.
  - More students are thinking about grad school.
  - A shift toward students thinking beyond their immediate and short-term future.

- Freshman admissions timeline
  - August 1: Applications become available
  - December 1: Regular deadline for applications
  - December 20: Decision Day for on-time applications
  - February 1: FAFSA completion for scholarships and financial aid
  - May 1: Deposit deadline
- Questions from students
  - Academic fit
    - Awareness of majors and minors offered in the various colleges.
  - Financial fit
    - “Can my family and I make my Marquette dream a reality?”
    - Return on investment of attending Marquette
  - Social, emotional, personal Fit
    - “Do I belong here? Can I thrive here? How do I find community to feel a sense of belonging?”
    - Trying to address this question from students with marketing, communications, and visit programs.
- Campus visit events do a great job of securing student’s final decisions. See [recording](#) for percentages of yield per event type.
- Where we stand right now with admissions.
  - Over 15,000 students applied to Marquette to start Fall 2023.
  - Already have 151 students that have already deposited
  - 102 days until May 1
  - Tracking before, during and after personalized and unique communication with students and families. This work happens “one student at a time.”
- Question: what qualifies as a commuter student, and is there any data on the level of proximity of living off campus but park on campus?
  - For freshman to waive the requirement to live on campus for the first- and second-year students must complete a process through residential life. Students must fill out a form to confirm that they live within a 30-mile radius and that they want to live at home.
  - Commuter students get first preference to secure parking on campus.
- Question: Seeing a trend away from the career orientated majors, will this help the “shrinking of students seeking humanities degrees”?
  - Marquette team encourages students to think less about the label of a major and more about the type of person they want to become. To engage “Multi-interested” students.
  - General trend mid-pandemic focus on making money after college, along with the new building on campus, created a sharp increase in business school enrollment.
  - Currently Marquette is up in receiving deposits, the majority of those deposits are for students entering the College of Arts and Sciences.
- Question: Referencing the book by Nathan Grawe entitled Demographics and the Demand for Higher Education, which mentions the demographics of the college age

student “in decline”. Can Brian comment on if this is in-line with what we are seeing at Marquette?

- Alix Riley, Director of Institutional Research, and Brian will present a variety of field and Marquette specific data in this area to the University Faculty Senate on January 23, 2023.
- MU is a national University, however most alumni, 80% of our enrollment, come from three states (Illinois, Wisconsin, and Minnesota).
- MU is looking to define a market growth strategy that gets us closer to 30% or 40% of students coming from outside our “core” area (Illinois, Wisconsin, Minnesota, Michigan, and Missouri), because soon there will be fewer high school graduates nationwide.
- A focus on shoring up our “market share” of students from Illinois, the second largest exporter of students in the national, as other schools sharpen their enrollment strategies.
- The Admissions Team is traveling far and wide to increase our brand recognition outside our “core” area” and address this coming student demographic challenge.
- Question: How many children of current employees participate in the tuition reduction benefit?
  - We estimate 10 – 20 students per freshmen cohort.
  - An estimate is that 30 – 40 students are attending MU because a parent works here, or are coming through an exchange program, but Human Resources would have accurate data about these two populations.
- Question: What should staff and faculty do when we see a tour of potential students visiting campus?
  - Small things make a big difference, opening the door, saying hi. These efforts are reflected in comments from visiting families
  - What people do and say on social media matters. Highlight the things that MU is doing well in-person and online, and be honest about what we are working on currently. Families are seeing those things and pondering if this is a place they want to send their child.
  - Our reputation is important. People in the community and beyond will see MU folks wearing logos and will have questions about the things they have heard and read about us.
- Questions: Does the number of enrolled students needed, 1,926, change as we think about our budget and unfunded discounts.
  - There is a MU committee that projects the freshmen, transfer and international enrollment for 5 to 10 years.
  - Yes, when the numbers are developed there is a budget tied to the number of students we need to enroll, and that does include students that will receive unfunded scholarships.

## Special Business

Guest Speakers: Susan Teerink, Associate Vice Provost for Financial Aid and Enrollment Services

- High level of what it costs for our students to be here.
  - For the last 4 years, during the pandemic, tuition remained flat but room and board did need to increase.
    - The federal government requested all Universities to change “room and board” to room and meals or room and food for clarity and transparency.
  - “Fees” includes generic fees including: student activity fee, health fee, bus pass, technology fees. Lab fees are depended on their specific classes.
  - \$64,440 total for a true cost per student at Marquette
  - Institutional unfunded percentage is 60.9%, the largest undergraduate Aid Source.
    - Unfunded means that there is no MU money backing it, they are taking money off the cost. Funded means there is a source of money from a benefactor or grant to pay that amount.
    - Students do not always know if their scholarship or award is funded or unfunded. Through the undergraduate enrollment process all scholarships are called a Pere Marquette scholarship, the universal or generic name that is used. After a FAFAS is filed they receive a Marquette Grant.
- Question: Is tuition going up because more scholarship aid is unfunded?
  - Yes. The goal of 1,926 students enrolled comes with an allocation of MU support.
  - A number of institutions have tried lowering tuition amounts to see an increase in enrollment numbers. Usually they see an immediate lift for a few years, but don’t see that enrollment growth continue beyond that.
  - By and large across the board nationally the model that seems to work is high cost, high discount.
- Funded discounts remaining flat is a concern, and a challenge for advancement.
- MU is not in a position to “meet need”. 40% of undergraduate students still have unmet needs after gifts and federal loans. These figures are different for freshmen. [See recordings for more details](#). Freshmen coming into MU usually have an unmet need of \$10,000.
- Pell recipients, within the Freshman class, are declining slightly.
- Students with a Zero Expected Family Contribution (EFC). They receive this designation after filing out the FAFSA form. Because MU doesn’t meet need this means that they would still need to figure out how to close the gap.
- Information about FAFSA filers in specific groups Hispanic, Black, Zero EFC can be found on recording for more details.
  - Student loans with a parent co-signed loans are classified as student loans.
  - Data shows EOP students are borrowing significantly less.
- Undergraduate Student debt data shows that fewer students are borrowing, but those that are borrowing have more debt than the national average.
  - Includes students that graduated, not those that started but didn’t complete their studies to graduation.
- Debt facts

- Average debt equates to a \$366 monthly loan payment for the life of the loan, paying over \$6,000 of interest.
- The top 10% and 5% of undergraduate borrowers have taken out \$213,000 to study at MU. However, our low income students are not appearing in the top 10% or 5% of borrowers.
- Question: Is there a tipping point for the higher tuition and higher discount model where we are going to have to watch a tuition amounts in the future?
  - A study found 50% of high school students will rule out a university just by the tuition price over \$30,000. MU's tuition cost is well beyond that amount already.
  - It was a wise decision of MU to hold tuition during the pandemic.
  - A special thank you to those that have contributed to the Bridge to the Future fund, and the work that University Advancement did for that fund.
- Question: top 5% of borrowers, do you break it down by degrees?
  - They do break borrowers down by college.
  - A debt study is done for graduate students, law and dentistry degrees.
  - Details about this can be found in their debt study. There are students that are in a lower income trajectory careers that are borrowing too much money.
  - They do advise students to carefully consider the amount of money they are taking out as compared to future income prospects.
- Question: Does MU have a program for student loan and financial literacy for students? What resources are we offering to students to help them navigate their student loan choices and consequences?
  - Financial literacy for students is incredibly important. There is a class offered by the college of business, and including something for this with the student success center.
  - There is a necessity to have 15 to 30-min individual session for families to dialogue about this with financial aid staff. Information sessions were also tied to SPARK, however there are not enough time to meet with every family for the amount of time needed.
- Question: Where would donor supported scholarships be demonstrated in the number of breakdowns? Are they institutional funded scholarships? How is the donor supported scholarships at MU in terms of overall amounts in comparison to other institutions?
  - The institutional funded portion of tuition is donor funded.
  - How does that compare to peer institutions? We would need to look at the endowment.
  - Sean Gissal, Chief Investment Officer, would be the best person to answer questions about how MU compares to our peer institutions as he manages the MU endowment.
  - Marquette's endowment has grown quite a bit in the last few years. A combination of great growth in the market and fund raising.

Melissa Econom led the reflection. "New Beginnings" written By Helen Steiner Rice.

## Special Business

Guest Speakers: Lynn Mellantine, Assistant Vice President for Human Resources

- Human Resources went through a big [HR Website](#) re-organization and cleanup.
- Two sites, one internally facing and one externally facing.
  - Click on “CURRENT EMPLOYEES” (on the far right) [current employee facing website](#)
- The [Benefits and Wellness](#) tab includes tons of information nicely organized by benefit or wellness name.
- New Employee Assistance Program (EAP) as of 1/1/2023 [LifeMatters](#)
  - 6 sessions per issue. Available for anyone in your household.
  - In addition to HR as a resource for managers, LifeMatters is available for managers/supervisor. The [Manager's Guide](#) provides examples of how this service can be used for 24/7 consultation.
  - LifeMatters also offers [Convenience Services](#) to help with your to-do list, or things happening in your life that you need assistance with. For example, finding resources for home repair, senior health resources, and pet sitters - click the link for more examples. They will provide specific options that match with your specific location and need.
- Wellness incorporates a variety of elements: and emotional, financial, physical, spiritual health. [Employee Wellness Website](#)
  - Free one on one coaching is available to work on many different types of goals (physical, nutrition, sleep, etc.)
  - Updated fitness tracker information. (new functionality available for Apple)
  - You can earn dollars for your medical HSA/FSA account. If you aren't on the MU medical insurance plans, you can still participate to earn wellness swag.

## Regular business

Secretary's request:

- Nothing to report.

Treasurer:

- \$1,958 remaining in our balance. Discussions about what to do with the remaining funds.
- Third shift event still needs to be reimbursed and costs will be split in half between USS and Mission and Ministry. After that payment we will have about \$1,450 left to spend.

Vice Chair:

- Meeting with HR about a few topics next week.
  - Medical health insurance payments determined by pay bands. Melissa has found a variety of institutions that use this model.
  - Concerns regarding the snow day policy.

- Individuals that could work remotely were expected to work remotely, others were told to take a vacation day. However, this was not associated with the job title, but rather if you were issued a laptop computer.
- Send Melissa any questions you have regarding pay band insurance policy and, or the snow day policy.

## Work Environment

### Chair:

- Discussions with University Academic Senate about collaboration opportunities, potentially around the Strategic Plans. Send ideas to Carol for consideration.
- Things coming up
  - Presidents address is on Wednesday, January 25, 3 – 4pm in the AMU Ballroom
  - Mission Week is February 5 – 11, theme is Act with Kindness
  - Office Supply Swap is coming up on March 6 and 7. Please don't throw things away but think about bringing items that can be carried to this swap. For bigger items, please photograph for the surplus page.  
<https://www.marquette.edu/purchasing/surplus.php>

### Nominations and Elections:

- Think about three individuals to nominate for Staff Senate.
- Nominations are due in May, but it is not too early to chat with your selections. This will give time to educate folks about what we do at Staff Senate before May.
- Think about areas that we have under representation in, for example ITS (Information Technology Services).
- UAS position for Staff Senate is ready to move forward now, however elections won't take place until May. UAS has acted quickly on this new opportunity which gives us an opportunity to bring someone into this role ahead of the May election. The person that will fill this position does not need to be an appointed member of USS, just an academic staff member at MU.
- Appoint someone now, until we are ready to start the election process.
  - Jack Bartelt was nominated to fill the USS role within UAS.
  - Jack would be willing to jump in and fill that role until we can go through the election process.
  - Kirsten Boeh is interested in being considered for this role in the future.
  - Voting for Jack taking on the initial USS role within UAS. Vote passed.
- Those that attend meetings in-person or online, or those that watch the recordings. As active participants USS would like all to consider getting involved as elected members.
- In June USS will need to fill the Chair and Vice Chair positions as Carol's and Melissa's terms will end.
- Desire to not only get nominations in, but also encourage more people to vote. We would like to see a higher level of participation.

### Bylaws:

- Nothing to report.

#### Communication:

- Hold time in your calendars for a guest speaker, Corey Seemiller's. Virtual hour-long book discussion on Tuesday, April 25 at lunch time.
- Cleaned up our many USS accounts and Microsoft Teams pages.
- Search for University Staff Senate.  
<https://teams.microsoft.com/l/team/19%3a21b1a079c38f45a086493e158436dbd4%40thread.tacv2/conversations?groupId=272b52d4-a409-42a7-a801-df4208a5a2a9&tenantId=abe32f68-c72d-420d-b5bd-750c63a268e4>
- Customize your notifications after joining to stay in the loop.
- See the USS Recordings channel for recordings of USS Meetings.
- The USS Sharepoint has legacy and archival materials.

#### Outreach:

- Nothing to report.

#### Service:

- Met with Karina who organizes the Giving Tree with the goal of getting information out earlier.
- Working on a timeline and looking to create a subcommittee, filled by anyone on campus, to help organize and tag gifts.

#### Staff Outreach:

- Event for second and third shift staff in the 313 Building was successful. Both Joel and Dr. Lovell attended and served food. Father Voss, a co-sponsor, did a welcome and a prayer. Giveaways and a grand prize, organized by Latrice Harris-Collins in admissions, were a hit.
- Shout out to Chris Bartolone for organizing the food and shuttle, Latrice for MCing the giveaway.
- Extra food was shared with the police department.
- Laura Abing and Mell Baker were both there to help serve.
- Reminder for all staff that the small things we do for each other go a long way. Live our mission and say hi to folks you see especially in the mostly invisible second and third shift.

#### UFPRC Report:

- Molly joined the UFPRC in August 2022. Certain details and materials shared within the committee are confidential so I will provide a high-level summary of my involvement on the committee.
- UFPRC met 6 times in the fall of 2022. Each meeting featured a guest speaker. Speakers included Dr. Doug Woods, Dean of the Graduate School; Lora Strigens, VP for Planning and Facilities, Noel Stuibler; from the Office of Finance; and Dr. John Baworowsky VP for



enrollment management. Each speaker generally focused on university strategic initiatives.

- The committee reviewed FY24 tuition, room and board and fee recommendations. As part of this process, the committee reviewed increases at benchmark institutions, including AJCU colleges. The committee discussed possible increases in tuition and fees and how this might impact the student population.
  - These decisions are not made lightly. There was robust discussion about impacts on students.
- The committee reviewed the current financial landscape, including FY22 results and key financial drivers and underlying assumptions that will impact FY23 and FY24 including enrollment, financial aid trends and operational cost increases due to inflation.
- The committee reviewed and discussed FY24 budget requests.
- Dr. John Baworowsky presented an overview of enrollment. Fall of 2022 first year students are approximately 1977 and are the most diverse class with 30.2% students of color. The biggest gain was from students from Illinois largely due to aid packages. Visits to campus is major predictor if a student will enroll. Modeling has begun for FY24.
- Lora Strigens presented on Wellness and Recreation. This has been a university priority since 2010. The building will consolidate mental and physical wellbeing on campus. The Board approved moving forward with the project at the December meeting.
- Dr. Doug Woods updated on the graduate and online. There are around 3,700 graduate students.
- Noel Stuber presented on undergraduate projections for enrollment for FY24. Mr. Stuber also walked the committee through a long-term outlook for enrollment, including modeled fluctuations due to demographic shifts and nursing school expansion.
- Additional notes:
  - Molly has been struck by the importance of our Admission and Enrollment team. Seeing the impact of what they do on this committee.
  - Materials shared in the committee are confidential.
- Thinking about what Molly can bring proactively to this committee.
- Thinking about ways to make this campus appear as attractive as possible. A healthy academic campus with good student retainment will help everyone, including helping our budgets.

#### Strategic Planning Report:

- Three meetings have occurred so far.
- The bulk of the work has been around and where we are situated within the higher education landscape. They are looking for that information to come from an external group.
- Recommendations were made by Executive Leadership Team (ELT) about a consultant group to move forward with that piece.
- Question: how much money is the University putting into consultants and what is the return on investment?

- Discussion around Consultant costs and benefits of an outside perspective, and being cognizant of overworking an internal University position.
- Please do get involved in this process the group is interested in having staff participate in smaller committees.

**New Business:**

- Future USS Speakers
  - Jeanne Hossenlopp has offered to come and speak to USS.
  - February is open for a speaker slot.
  - Feature a researcher?
  - Student Affairs – the Justice in Action Conference
- Reflection schedule for upcoming meetings:
  - February 16, 2023, Latrice Harris-Collins
  - March 16, 2023, Kirsten Boeh
  - April 20, 2023, TBD
  - May 18, 2023, Jack Bartelt
  - June 15, 2023, Christine Fleming
  - July 20, 2023, Robin Cork

The meeting adjourned at 12:42 pm.