

Washburn University
Meeting of the Faculty Senate
October 24, 2022 at 3pm
Meeting in Forum Room Hosted by FS Executive Committee

Present: Barraclough, Cook-Cunningham, Dahl, Ewert, Florea, Friesen, Ginzburg, Grant, Holt, Huff, Juma, Kay, Kendall-Morwick, Kimberly, Lolley, McGuire, Modellmog, Porta, Rivera, Rossi, Sainato, Schmidt, Scofield, Smith, Sourgens, Toerber-Clark, Wagner, Wasserstein, Zwikstra

Absent: Cassell, DeSota, Noonan,

Guests: Holthaus C, Stephenson L, Leffingwell Q, Hanes S, Broxterman H, Luoma S, Ball J, Erby K, Smith C, Bearman A, Lanning S, Wiard J

- I. Call to Order at 3:02
- II. Approve minutes- Moved by McGuire and seconded by Kay passed
 - October 10, 2022 (pages 2-6)
- III. President's Opening Remarks
 - Introductions of new people who have not been to Faculty Senate before
 - We have work to do on Constitution, Standing Rules, etc with the Executive Committee.
 - Both FAC and AAC will be meeting this coming week
 - CAS P&T standards: These will go straight into the handbook. Thank you to Laura Stephenson and Kelly Erby and others who worked so hard on this.
 - Congrats to Alan Bearman on new position
- IV. WUBOR/KBOR Update- Shaun Schmidt/Erin Grant
 - KBOR - none
 - WUBOR – Update on presidential hiring process. Good applicants coming in, but more should arrive before the deadline.
 - Patrick Early retirement; Lori Hutchinson is the interim
 - Tilford Conference was very successful, good student involvement, also had Junior and Senior Day and Women In Science
 - Dr. Bearman had a presentation on Enrollment Statistics
 - Audits were approved with no red flags
 - Degree changes for WUTECH
 - Play Posit and EAB were funded for coming year
 - Changes in Mulvane for RFPs
 - Grospitch had WSGA President and Vice President give a presentation about their plans for campus, removing the pink tax on campus and trying to connect student groups.
- V. VPAA Update - Dr. Laura Stephenson
 - Continuing to make good progress on Strategic Bridge plan. Deans met and put the information already gathered together (Student Success,

Community, Faculty and Staff, modernizing current structure) Got good feedback from students. Will have another chance for input after Academic Deans refine this.

- Couple of shout outs: 235 middle school girls on campus for Women In Science getting lab experiences from faculty (and others); Very successful iREAD lecture with interesting dialogue between Alan Bearman and speaker.
- Riley Siebold is gone, sent out new structure in VPAA's office so you will know who to contact (or call 1648).
- WSGA President and Vice President came to see me about Success Week. There were concerns about this not being followed. Sent out a reminder about this since the master syllabus just has a link to it. It seems like faculty are trying to be accommodating to students, but this makes the situation worse (ie giving extensions to students backs the work up for them).
- Welcoming new director of Enrollment Management (Alan Bearman).

VI. Consent Agenda – Moved by McGuire, seconded by Kendall Morwick. Motion passes

- Faculty Senate Committee Reports- none
- University Committee Reports-
 - Minutes of Graduate Council (page 7)
 - ADIC Meeting Minutes (pages 8-9)

VII. Old Business- None

VIII. New Business- None

IX. Information Items-

- CAS Revision of P&T Guidelines (pages 10-15)

X. Discussion Items-

- Enrollment Update – Alan Bearman and Christa Smith
- Originally planned on being here October 10th, but there have been changes since then. (Slightly different slide show)
- C Smith – This is a ten-year picture, started at 7,000 students and we are now down to 5,400. (This includes all WU students, but 4,600 is number who are not High School students.) Undergraduate numbers also have decreased dramatically while Law and Graduate programs are remaining more stable (still slight decreases).
- Full Time Equivalent – very marked decline over past 10 years. (Moddelmog – Do you ever look at it over 20 years, just to see if we were lower before the start of this? This time frame would cover Dr. Farley's tenure.)
- A Bearman was going to talk about college readiness and interventions. Want to get away from "my students are getting worse" conversation.
- Now we are going to focus on Enrollment Management and Center for Student Success and Retention to create a systematic holistic student life cycle focusing on equitable outcomes. (This will run from first contact to on-time graduation.) This is a big lift, but we are well positioned. Schmidt - What do you mean by equitable outcomes? Bearman - Graduation rates

by gender/racial/other groups. Porta -I think you can give a better answer than that. What are the groups you are looking at? Bearman - Students on/off campus, students from certain zip codes, etc have different graduation rates. How do we close that gap?

- Grant – For equitable outcomes, “on time” bothers me because everyone won’t be able to take 15 hours per semester. How do we make it equitable for those needing to work. Bearman – “On time” is 6 years, not 4 (based on federal timelines). Some high school students have enough CEPs to graduate in less than four years. Grant – Do students know this? I think they are worried about getting done in four years. Bearman – It gets harder after four years, so we want them to focus on this. Sourgens – Do you think COVID will make these issues worse until high school education gets back to normal. Barraclough – YES we have I-Read implemented pieces to help students get back to success
- Scofield – Do you get any yield from Concurrent Enrollment? (Bearman – 40%) School of Business is not seeing good results. Bearman this is mostly at Washburn Rural that have the Business classes and we have only 14% yield from this school Scofield – We have been talking about moving to Open Educational Resources (OER). Is this an issue for the high school students? Bearman -I think that depends on the school, but any move to OER is a good move.
- Moddelmog- In 2018 Students studying abroad didn’t “accept” their scholarships and therefore lost them. Bearman – this is no longer the case. (Wagner – This changed during COVID years.)
- Porta – Trying to schedule visits to local high schools with professors to invite students to exciting sounding classes. Bearman – I will continue to attend Dean’s meetings so that Enrollment Management and Faculty are in continual conversation. We don’t know exactly what will happen, but want to put the faculty in positions where they will shine. Find best ways to utilize faculty involvement
- Kendall Morwick – I feel like there are all these ways that faculty want to contribute. Are you thinking about how to do this without increasing faculty burnout? Bearman – Whatever we do, we have to be sensitive to the Faculty workload. Needs of students are increased, so we can’t ask too much extra of Faculty. Must make sure they want to do something and that it’s a good time to do something. Need to be thoughtful about this. Kendall Morwick – Are there plans to increase other student services that are spilling over into Faculty workloads?
- Lolley – Counseling services is an area that needs extra help. (Bearman – this is not in my arena, but we find students maybe aren’t taking advantage of remote options.) Lolley – This fits into your holistic plan.
- Wasserstein – Focus on equitable outcomes seems great, but what pre-planning is going on for what the actions of Supreme court may have on us. Bearman – Don’t think that will be as likely to affect us since we are open access/not selective. We need to talk about shaping classes, but not something for Supreme Court to adjust. *(Note added by secretary for*

context: At this time the Supreme Court was hearing cases about race-conscious admissions at selective universities.)

- McGuire – to Barraclough: Strategies from Learning Scientists are great, but how many use them after freshman year? Barraclough - No actual studies yet, but we hope to. Wagner – I refer to them with my students all the time. We need to educate faculty. Kendall-Morwick – We at CTEL are willing to work this in. McGuire – Related question, sounds like the “equitable” is falling on faculty. How much falls on Faculty? Bearman – ask Dr. Erby, but I would say a lot. McGuire – 501 (*school district for Topeka Public Schools*) seems to have done quite a bit. Bearman and SH have attended quite a few of those meetings, some of the strategies will transfer. McGuire - Students living on campus – have we looked at offering scholarships to kids from 501 to get them to live on campus? Bearman – Yes, this year those who took CEP were given \$1,000 to try to get them to live on campus. We are looking at adjusting our scholarship grid and other adjustments, but it will be very different than it is now, with ability to reach out to students and let them know what they can get.
- Toerber-Clark – Do we keep statistics on transfer students? How many transferees do we get? (Bearman – it went down this year. Smith we have recorded that it went down from 486 to 418, over 500 in previous years) Toerber-Clark – Is there any motivation to recruit more transfer students? Bearman – Yes. S Lanning worked really hard on it over the past year. Gives students a sense of how they can transfer in. High hopes that as we use that more, we will get more students.
- Rossi- We will need to work on marketing/individual departments to grow students and target the recruitment. Bearman – Yes, I’m over marketing, but PR is Lori Hutchinson. We have to prioritize since we don’t have unlimited funds. School districts in Shawnee Co are crying out for more teachers, local businesses need accountants. We have to find students who are interested in these paths to bring them in and train them. I want to come to unit and division meetings so that we can talk and strike a bit of balance. Rossi – Is there some type of cycle you can do so that we know which departments will be highlighted? Bearman - Can’t make that decision now.
- Juma – At one time we had 4% of the population as international students, and there was effort to increase that. There was a drop-off in 2019, so are we working on bringing them back in? Bearman – I’m not responsible for this, but Farley has that as part of his retirement and we are going to try to build better bridges between programs. Stephenson – We have improved. Some of the issues were getting visas, but that is out of our control.
- Moddelmog -Application process at WU is very difficult compared to other schools. Bearman – Watched my son apply to ten schools and I don’t think we are that much different than other schools. Moddelmog - If a student is already in our system for CEP, why do we make them reapply again. Scofield – If a student is off one semester, they have to reapply. Why? Bearman – Graduate enrollment is a big conversation. Clearly not

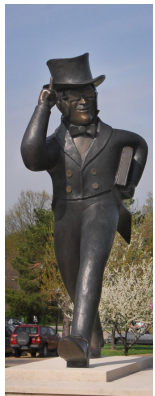
quite working. This week we are working on scholarships, but this is on the list.

- Scofield – Spent the day at KU for an event recruiting students. Is that something I need to talk to you about? Bearman – we had 235 middle school girls on campus, but not sure we have their names/contacts. We have to set up systems to capture names/standard way of connection with students who visit for History Day/Math day, etc.
- Schmidt – What has been your biggest surprise in last week? Bearman - I didn't realize how close we were to Financial Aid optimization. Lots of credit going to Dr. Stephenson and LEAD for that. There are lots of staff who want to be better partners within enrollment management. They never missed a beat this past week. They are ready to try and do good things to help the university. There will be no magical turn-around in numbers, but we have hard-working, dedicated, people so I'm very optimistic.
- Bearman - One more thing that I've had questions about – Committees/oversight/etc. There was talk of an admissions/faculty committee. There are structures in the Faculty Handbook that need to be redone. Expect me to come on a more regular basis about how to get the right structures that will help us move forward. Want to have a transparent operation. We will move pretty quickly once we have these set up. If you want to talk to me, my extension at 1855 will not change. I will come talk to whomever you want me to talk to. Won't have all the answers, but want to partner.
- Schmidt – Thank you. Christa, can you send us the presentation for the minutes? Looking forward to hopefully having a chance to contribute to enrollment.

XI. Announcements

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XII. Adjournment – Moved at 3:59 by McGuire and seconded by Lolley. Motion passes.



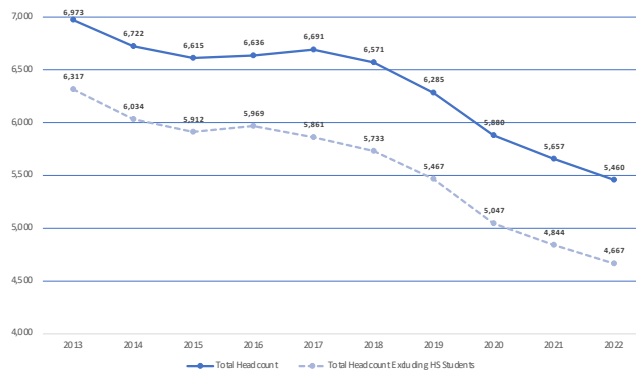
Washburn University Enrollment: Understanding Student Readiness Using Multiple Measures

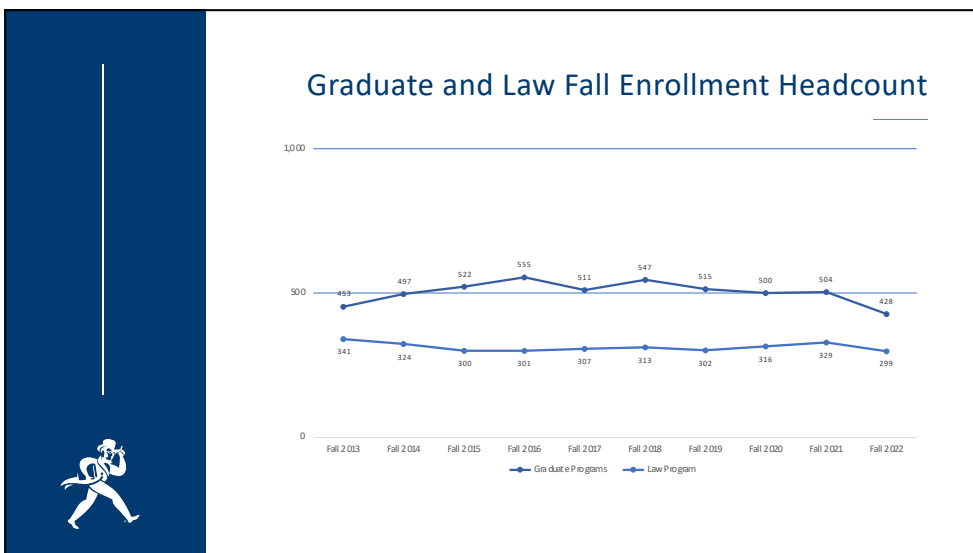
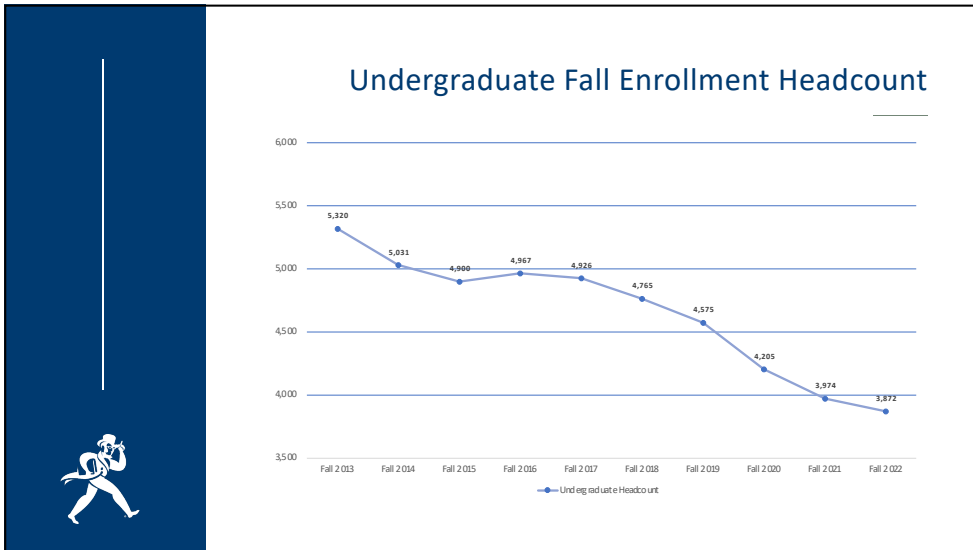
Dr. Alan Bearman
Christa Smith

October 24, 2022



Total Fall Enrollment



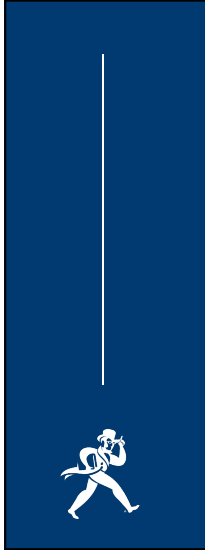




Total Washburn Fall Full-Time Equivalent (FTE)



Understanding Undergraduate Student Readiness Using Multiple Measures



**Our preference is to talk about
readiness and the interventions that
increase student success as opposed to
“my students are getting worse”**



**Our EM and CSSR goal is now to
systematically create a holistic student life
cycle that focuses upon equitable
outcomes**