



# ***B**oard of Trustees Meeting*

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***Focus Discussion***  
***December 15, 2006***



***F**ocus Discussion –  
Legislative Update*

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*Mr. David Haynes*



## *House Leadership*

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- Speaker Andy Dillion (D-Redford)
- Minority Leader Craig DeRoche (R-Novi)
- Majority Floor Leader
  - Representative Steve Tobocman (D-Detroit)
- Appropriations Chairman
  - Representative George Cushinberry (D-Detroit)
- Sub Committee on Higher Education
  - Chairman: Unknown
  - Members: Unknown



## *Senate Leadership*

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- Majority Leader Mike Bishop (R-Rochester)
- Minority Leader Mark Schauer (D-Battle Creek)
- Appropriations Chairman Ron Jelinek (R-Three Oaks)
- Appropriations Vice Chair Mike Switalski (R-Roseville)
- Sub Committee on Higher Education:
  - Chairman: Unknown
  - Members: Unknown



## *Joint Capitol Outlay Committee*

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- Equal number of House and Senate members
- Chairpersons (one House and one Senate):  
Unknown
- House and Senate Members: Unknown



***Focus Discussion –  
Michigan’s Constitutional Amendment:  
Proposal 06 – 02***

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***Ms. Cathy Dehlin***



## *Ballot Proposal Language*

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- A proposal to amend the State Constitution to ban affirmative action programs that give preferential treatment to groups or individuals based on their race, gender, color, ethnicity or national origin for public employment, education or contracting purposes.

## *Proposal 06-02: Key Developments and Deadlines*

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- 11-7-06 – Proposal 06-02 passes by a 58:42% vote
- 11-9-06 – Governor Granholm signs Executive Directive 2006-7 requiring the Michigan Civil Rights Commission (MCRC) to investigate the amendment's impact and issue a report within 90 days
- 12-18-06 – Michigan Law Revision Commission Public Hearing on Proposal 06-02's impact on state legislation is scheduled
- 12-23-06 – Effective date, absent court order delaying implementation
- 2-7-07 – Anticipated MCRC report to Governor Granholm





# *Proposal 06-02's Constitutional Amendment Provisions*

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## Article I, Section 26:

(1) The University of Michigan, Michigan State University, Wayne State University, and any other public college or university, community college, or school district shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.



*Proposal 06-02's Constitutional Amendment Provisions*  
*(continued)*

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Article I, Section 26:

(2) The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.

# *Proposal 06-02's Constitutional Amendment Provisions*

*(continued)*

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## Article I, Section 26:

(3) For the purpose of this section “state” includes, but is not necessarily limited to, the state itself, any city, county, any public college, university, or community college, school district, or other political subdivision or governmental instrumentality of or within the State of Michigan not included in subsection I.



*Proposal 06-02's Constitutional Amendment Provisions*  
*(continued)*

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Article I, Section 26:

(4) This section does not prohibit action that must be taken to establish or maintain eligibility for any federal program, if ineligibility would result in a loss of federal funds to the state.



***Proposal 06-02's Constitutional Amendment Provisions***  
*(continued)*

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Article I, Section 26:

(5) Nothing in this section shall be interpreted as prohibiting bona fide qualifications based on sex that are reasonably necessary to the normal operation of public employment, public education, or public contracting.



*Proposal 06-02's Constitutional Amendment Provisions*  
*(continued)*

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Article I, Section 26:

(6) The remedies available for violations of this section shall be the same, regardless of the injured party's race, sex, color, ethnicity, or national origin, as are otherwise available for violations of Michigan anti-discrimination law.

# *Proposal 06-02's Constitutional Amendment Provisions*

*(continued)*

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## Article I, Section 26:

(7) This section shall be self-executing. If any part or parts of this section are found to be in conflict with the United States Constitution or federal law, the section shall be implemented to the maximum extent that the United States Constitution and federal law permit. Any provision held invalid shall be severable from the remaining portions of this section.



***Proposal 06-02's Constitutional Amendment Provisions***  
*(continued)*

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Article I, Section 26:

(8) This section applies only to action taken after the effective date of this section.

(9) This section does not invalidate any court order or consent decree that is in force as of the effective date of this section.



## *NMU's Response to Prop. 06-02*

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- President Wong affirms NMU's continuing commitment to diversity and inclusiveness within the bounds of the law (*CAMPUS*, 11-13-06)
- President Wong appoints a task force and directs it to review NMU's educational, employment, and contracting practices potentially impacted by Proposal 06-02
- Proposal 06-02 Task Force members Bill Bernard, Gerri Daniels, Cathy Dehlin, Kathy Frazier and Chris Greer meet initially on 11-13-06

## *NMU's Response to Prop. 06-02*

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- Academic Cabinet discusses Proposal 06-02 at its 11-14-06 meeting
- President's Council discusses Proposal 06-02 at its 12-6-06 meeting
- Task Force's review is on-going
- Decisions on any immediate changes to be made by President Wong, Provost Joyal, and Vice President Roy

## *What to expect*

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- ❑ Proposal 06-02 only applies to actions taken ***after*** December 22, 2006
- ❑ Scholarships awarded before December 23, 2006: No changes expected
- ❑ Admissions at NMU: No changes expected
- ❑ Hiring practices: Few changes expected
- ❑ Contracting practices: Few changes expected
- ❑ Federally required affirmative action: No changes expected



## *Conclusion*

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- NMU will continue to review and evaluate its programs to ensure compliance with Proposal 06-02 while pursuing diversity and inclusiveness within the bounds of the law
- NMU will continue to monitor state and federal developments



# *Constitutional Amendment: Proposal 06-02*

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- Questions and Answers



***Focus Discussion –  
Financial Aid***

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***Mr. William Bernard  
Dr. Paul Duby  
Mr. Michael Rotundo***



## *Philosophy of Financial Aid*

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- Financial aid is used as a tool in support of our strategic plan for recruitment and retention
- Financial aid is meant to provide access to higher education by bridging the gap between the family's ability to pay and the total cost of education
- Both need-based and merit awards are considered in developing an award package

# *Types of Financial Aid*

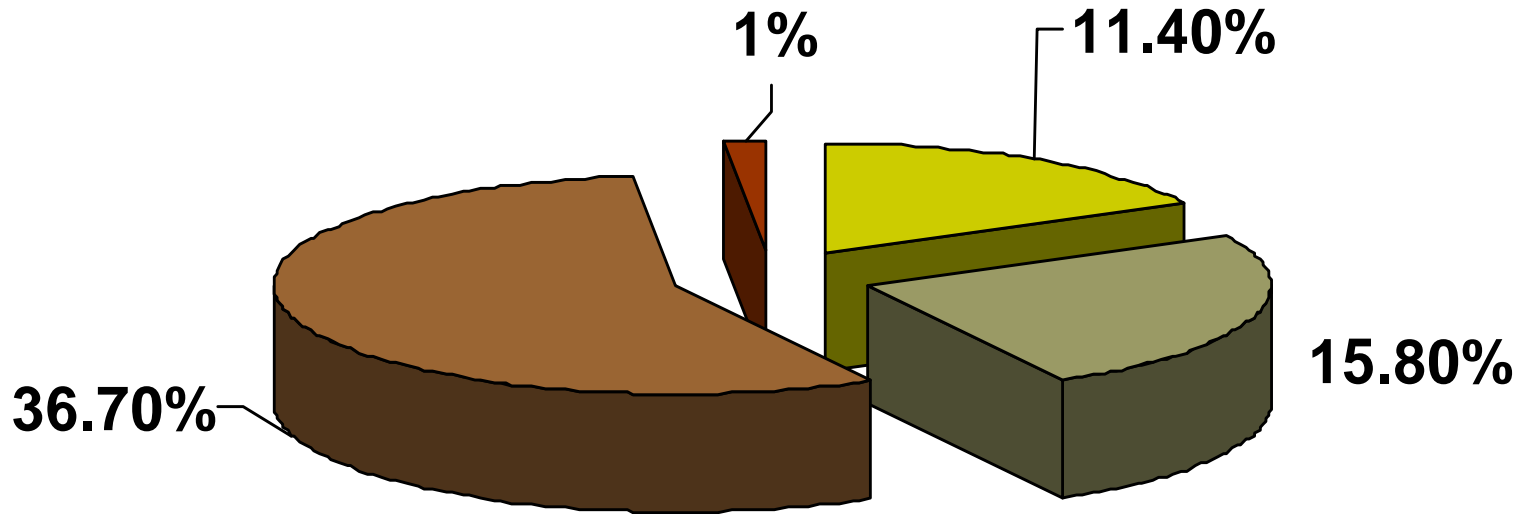
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- 78% of NMU students receive some type of financial aid
  - Source: federal, state, private, and NMU funds
  - Types:
    - Grants (need-based aid)
      - Pell grant, SEOG grant, Board of Trustees grant
    - Scholarships (merit-based aid)
      - Admissions, athletics, private sources
    - Loans (self-help aid)
      - Stafford, Perkins, alternative, PLUS
    - Work study (self-help aid)



# *A Primer on Financial Aid*

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## *2005-06 Financial Aid Background Information*

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- ❑ Total amount of Financial Aid processed – all sources: \$65 million
- ❑ Percentage of students receiving financial aid – all sources: 78%
- ❑ Percentage of freshmen students receiving financial aid – all sources: 89%
- ❑ Percentage of students that received NMU merit-based aid: 46%
- ❑ Total amount of NMU merit-based awards: \$11 million
- ❑ Percentage of students enrolled who file a FAFSA: 63%
- ❑ Number of students enrolled who file a FAFSA: 7,234
- ❑ Percentage of students with FAFSAs receiving Pell Grants: 39%
- ❑ Total amount of Pell Grants: \$7.2 million
- ❑ Percentage of students receiving and using self-help, need-based aid (work study awards and need-based student loans): 40%
- ❑ Average annual loan indebtedness: \$5,468
- ❑ Average amount of aid included in a student's financial aid package: \$7,312

# 2006-07 New Freshman Student Financial Aid Packaging Models

	Michigan Resident		Non-Resident	
	Low Income	Mod Income	Low Income	Mod Income
Cost of Attendance	15,477	15,477	19,408	19,408
Expected Family Contribution	0	4,000	0	4,000
<b>FINANCIAL NEED</b>	<b>15,477</b>	<b>10,477</b>	<b>19,408</b>	<b>15,408</b>
Pell Grant	4,050	0	4,050	0
BOT or SEOG Grants	1,620	580	1,620	580
Michigan Merit and MCS*	2,800	2,800	0	0
National Academic Award**	0	0	3,300	3,300
<b>TOTAL GIFT AID</b>	<b>8,470</b>	<b>3,380</b>	<b>8,970</b>	<b>3,880</b>
Work-Study	3,000	3,000	3,000	3,000
Perkins Loan	2,000	2,000	3,000	3,000
Direct Subsidized Loans	2,007	2,097	2,625	2,625
<b>TOTAL AID</b>	<b>15,477</b>	<b>10,477</b>	<b>17,595</b>	<b>12,505</b>
<b>Unmet Need</b>	<b>0</b>	<b>0</b>	<b>1,813</b>	<b>2,903</b>
Alternative Loan Eligibility	0	4,000	1,813	6,903

\*Assumes eligibility for \$1,500/yr Michigan Merit Scholarship and \$1,300/yr Michigan Competitive Scholarship

\*\*Assumes eligibility for \$3,300/yr National Academic Award for non-residents



## *Scholarship Committee Charge*

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- ❑ Financial aid packaging is taken very seriously at Northern Michigan University
- ❑ Systemic process in place to evaluate NMU financial aid packaging and how it impacts recruitment and retention
- ❑ Specific goals to address both academic achievement and financial need

# *Reasons for Adding Admissions Staff in Minnesota*

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- NMU has some experience and name recognition in this region, and has some flow of students upon which to build
- NMU offers an environment and size away from the Twin Cities that is desirable, but still at a public school price (value) – which is attractive to students
- Driving distance is still within 8 hours, so students view us as accessible
- Schools who offer laptop program in MN still low, so this is still a niche for NMU
- Is an airline hub – direct and reasonable travel from Minneapolis/St. Paul allows for potential “spot recruiting” in other areas of the country more easily than from Marquette



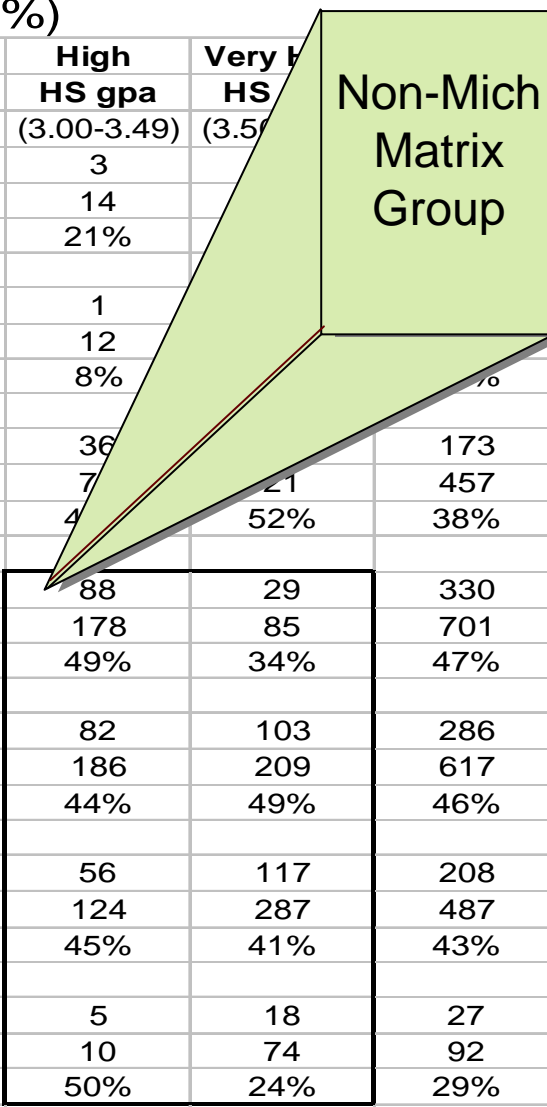
## ***The Matrix Model: Employing Scholarships to Impact Targeted Enrollment Initiatives***

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- Based on in-house institutional research data
- Focused on first-time, full-time new freshmen
- Examined combinations of academic credentials of prospective new students where:
  - Admitted pool was large enough to justify effort
  - Conversion rate was relatively low
  - Academic performance and retention of enrolled students is high
  - Where cost of financial aid is at least recovered by higher enrollment from those categories of students

**Academic Credentials Recruitment Matrix**  
**Fall 2002 First-time, Full-time New Freshmen**  
**(1,154 Enrolled of 2,704 Admitted - 43%)**

		HS gpa (Missing)	Very Low HS gpa (0.00-1.99)	Below Avg HS gpa (2.00-2.24)	Average HS gpa (2.25-2.49)	Above Avg HS gpa (2.50-2.99)	High HS gpa (3.00-3.49)	Very High HS gpa (3.50-3.75)	
<b>ACT:C Scores</b>	No. Enrolled	27	43	15	8	14	3		
ACT (Missing)	No. Admitted	43	84	28	22	30	14		
	% Enrolled	63%	51%	54%	36%	47%	21%		
<b>Very Low (1-15)</b>	No. Enrolled	0	8	5	3	1	1		
	No. Admitted	1	32	27	17	28	12		
	% Enrolled	0%	25%	19%	18%	4%	8%		
<b>Below Average (16-18)</b>	No. Enrolled	0	18	29	26	53	36		173
	No. Admitted	1	63	76	76	144	77	21	457
	% Enrolled	0%	29%	38%	34%	37%	44%	52%	38%
<b>Average (19-21)</b>	No. Enrolled	1	21	37	44	110	88	29	330
	No. Admitted	1	53	67	107	210	178	85	701
	% Enrolled	100%	40%	55%	41%	52%	49%	34%	47%
<b>Slightly High (22-24)</b>	No. Enrolled	0	11	14	18	58	82	103	286
	No. Admitted	2	14	35	37	134	186	209	617
	% Enrolled	0%	79%	40%	49%	43%	44%	49%	46%
<b>Above Average (25-29)</b>	No. Enrolled	1	6	5	5	18	56	117	208
	No. Admitted	1	8	10	9	48	124	287	487
	% Enrolled	100%	75%	50%	56%	38%	45%	41%	43%
<b>Very High (30-36)</b>	No. Enrolled	0	1	0	1	2	5	18	27
	No. Admitted	1	2	0	2	3	10	74	92
	% Enrolled	0%	50%	0%	50%	67%	50%	24%	29%
<b>Total ACT</b>	No. Enrolled	29	108	105	105	256	271	280	1,154
	No. Admitted	50	256	243	270	597	600	688	2,704
	% Enrolled	58%	42%	43%	39%	43%	45%	41%	43%



## Recruitment Matrix - Conversion Targets

**F 06 First-time, Full-time New Freshmen-Non-Michigan  
(218 Enrolled of 576 Admitted - 38%)**

		<b>High HS gpa (3.00-3.49)</b>	<b>Very High HS gpa (3.50-4.00)</b>	<b>Total HS gpa</b>
<b>ACT:C</b>				
<b>Average (19-21)</b>	No. Enrolled	34	13	47
	No. Admitted	73	45	118
	% Enrolled	47%	29%	40%
<b>Slightly High (22-24)</b>	No. Enrolled	43	32	75
	No. Admitted	110	95	205
	% Enrolled	39%	34%	37%
<b>Above Average (25-29)</b>	No. Enrolled	31	49	80
	No. Admitted	70	146	216
	% Enrolled	44%	34%	37%
<b>Very High (30-36)</b>	No. Enrolled	1	15	16
	No. Admitted	1	36	37
	% Enrolled	100%	42%	43%
<b>Total ACT</b>	No. Enrolled	109	109	218
	No. Admitted	254	322	576
	% Enrolled	43%	34%	38%



## *National Academic Award Outcomes*

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- Out-of-state first-time, full-time new freshman NAA enrollment has increased from 48 in 1995 to 120 in 1998 to 188 in 2002 and 215 in 2006
- Overall out-of state new freshman enrollment has increased from 165 in 1995 to 226 in 1998 to 356 in 2002 and 482 in 2006
- First-time full-time new freshman enrollment from Illinois has increased from 31 in 1995 to 67 in 1998 to 116 in 2002 and 201 in 2006
- First-time full-time new freshman enrollment from Wisconsin has increased from 64 in 1995 to 76 in 1998 to 146 in 2002 and 165 in 2006