

AGENDA  
Educational Policies Committee  
November 11, 2019  
604 Cohodas  
3:00 p.m.

1. Approval of Minutes – October 28, 2019
2. Approval of Agenda
3. Business
  - a. Jason Nicholas – Demographic challenges
  - b. EPC Reform Proposal – See share “EPC reform Proposal-April 2019” under 2018-19 Documents
  - c. MSN proposal
4. New Business

Topics for consideration in 2019-20:

1. Evaluation of course fees and the 16-credit plateau for full-time, flat rate tuition.
  - Effect on revenue
2. Demographic trends
3. Diversity, Enrollment, Recruitment & Retention
4. SRA and APR
5. Global Campus and online programs

MINUTES  
Educational Policies Committee  
November 11, 2019  
604 Cohodas  
3:00 p.m.

**Present:** R. Winn (chair), L. Warren, B. Canfield, M. Robyns, J. Leonard, D. Kapla, J. Cantrill

**1. Approval of Minutes – October 28, 2019**

L. Warren moved to approve. J. Cantrill seconded. All in favor.

**2. Approval of Agenda**

L. Warren moved to approve. J. Leonard seconded. All in favor.

**3. Business**

**a. Jason Nicholas – Demographic challenges**

- i. J. Nicholas, Director of Institutional Research, presented on Demographic Trends. This presentation can be found on the EPC website
- ii. U.S. fertility rate is declining, which can predict a decrease in future enrollment
- iii. Community college enrollments across the state were also down significantly
- iv. President Fritz Erickson sent out a call for enrollment activities each department is currently doing due to the significant decrease in applications and admissions
- v. Percentage of NMU students from the UP is declining. The market share has shrunk and we are getting fewer of them
- vi. Graduate student enrollment trends are trickier than undergraduate, due to increasing number of factors
- vii. Capacity utilization: Use this number to determine where faculty lines can be cut. SCH to FTE ratio
- viii. The decrease in students has not seen a corresponding decrease in full time, tenured/tenure track faculty. Enrollment decreases should be matched by faculty decreases, however, deciding where to cut is challenging
- ix. EPC will keep the change in demographics in mind when evaluating the proposed enrollments of new programs
- x. Retention rates vary by department/discipline – 75.4% in baccalaureate overall
- xi. Retention of baccalaureate probationary students is higher than overall retention rate

**b. EPC Reform Proposal – See share “EPC reform Proposal-April 2019” under 2018-19 Documents**

- i. Proposal would change the roll of EPC based on “2) conduct a Faculty Staffing Plan Review; 3) recommend staffing requirements as specified in section 5.1.1.1”
  1. Based on continuous renewals of terms – after so many renewals, change position to tenure track
  2. Make staffing recommendations based on enrollments of programs
  3. Deans review the staffing requests first and then bring the vetted requests to EPC

4. May 15<sup>th</sup>: Deans and EPC receive the departmental staffing requests at the same time; both review; dean presents their vetted staffing request to EPC. This would allow EPC to see the overall picture before making a recommendation
5. Encourage the faculty members to reach out to their elected EPC representatives
- ii. Motion to recommend sharing EPC Reform Proposal with the Provost for consideration in negotiations. R. Winn, Chair, will forward the proposal to the Provost and request the document to be shared with the chief negotiator for both the administration and union. J. Cantrill moved to recommend. M. Robyns seconded. All in favor.

**c. MSN proposal**

- i. Chair will send K. Schuiling, Provost and Vice President for Academic Affairs, an email letting her know that the MSN program was approved before EPC could make a recommendation
- ii. MSN proposal is with existing faculty; no addition or reduction of faculty
- iii. Has financial implications
- iv. Issue with the proposal is the assumption of no one leaving the cohort

**4. New Business**

- a. D. Kapla made a motion to cancel the November 25<sup>th</sup> EPC meeting. L. Warren seconded. All in favor.
- b. B. Canfield made a motion to call a meeting during finals week if a proposal comes from CUP/GPC. All in favor.

Meeting was adjourned at 4:59 p.m.