Cabinet Meeting Minutes

Wednesday, January 9, 2019 | 9:00-10:15 a.m. | UH 004

UM Minute

• We have been awarded our first Keck Foundation Award. This $300k award highlights our strengths in neuroscience, the social sciences, and the humanities.
• The Winter Welcome has been a success, welcoming back our students. Even parents were aware of the activities.
• For the fall semester, we saw the highest GPA ever for student athletes – 27th semester in a row over 3.0!
  o We need to find new ways to broadcast this type of news honoring our students.
  o This is a reminder that we should be looking at our student athlete support systems to see what is scalable and applicable to all students.

Minutes Approval

• Minutes were unanimously approved.

Priority for Action #3 (Kelly Webster)

• The four PFA #3 objectives can be distilled into two primary categories:
  o Employee engagement, learning, and growth
  o Diverse, inclusive, and safe campus
• This PFA, since it’s so intimately tied to cultivation of culture, is a challenging one to drive and assess. This is made more difficult by the fact that while we do have a number of people working to provide employee engagement and build a diverse and inclusive environment, we lack some infrastructure in these areas.
• PFA #3 is working to track and inventory progress in both of the categories. There are a number of concrete “wins” that will be visible by the next August. For example, there will be a Staff Summit this spring providing a suite of education and training opportunities for all of campus, the President’s Native American Advisory Council is up and running, we’ve expanded implicit bias trainings across areas, our Clery Team has developed and implemented a plan for better orchestrating its work.
• PFA #3 is also focusing on the following actions:
Developing a framework for delivering employee performance and professional development reviews on a regular cycle, including training for managers and follow-up education opportunities for employees

Explore Employee Management Systems.

Priority for Action #4 (Scott Whittenburg)

- The PFA #4 group is focusing their actions in two primary categories:
  - Exploring best practices to build a more robust internship program
  - Participating in the One City, One University, One Community coalition
- An example of the work happening in this area is the co-convening of the InnovateMT + InnovateUM + InnovateHS Conferences
- One area of focus that already has momentum and is ripe for further development is how we can work jointly among entities like Accelerate Montana, the Missoula Economic Partnership, and the City of Missoula.
- We are exploring joint marketing opportunities with the community.
- We should be thinking about making visible and actively building the community-wide system that supports our students, especially those who are from diverse backgrounds, e.g. YWCA.

Priority for Action #5 (Cathy Cole)

- We are down 2% in applications compared to this time last year, but VP Cole is not worried. Several focus groups with high school students have indicated that many students have not yet applied. We are continuing to run many campaigns.
- We are 3% higher in admits. This is a result of our better responsiveness and our quicker moving systems once an application comes in.
- Missoula College is a bright spot. We are up 8% in apps and up 25% in admits.
- Grad school is down in applications for all categories, but up in admits for all categories.
- We have very good news in out of state and WOU applications:
  - We’re seeing a gain in out of state applications (14%), And WOU is up in both applications and admits.
- Our CRM is now working! We are regularly and actively sending out and receiving materials from UM.
- High school student focus groups made up of seniors have been revealing:
  - We’ve learned what they do and don’t want and in what sequence during the recruitment phase.
  - We’ve received feedback on our website and why students go there and what they need (and this feedback is different when coming from parents).
  - Dual enrollment students are not being treated as prospective students.

No public comment given.

Meeting adjourned at 10:15 a.m.