



**University Council
Student Engagement and Success**

Minutes: April 2, 2013

Attendees: Angeletti, Rick; Ashby, Susan; Christopher, Greg; Gannon, Debbie; Kline, John; Levy, Paul; Ohlson, Margo; Sochacka, Alicja; Thorpe, Lauri; Tressel, Jim.

Absent with Notice: Marion, Nancy; Moore, Stacey; Mothes, Holly; Pleuss, Carol.

Absent: Dennis, Bryan; Krovi, Ravi.

Meeting called to order at 3:02 pm. March minutes approved.

Welcome new members to the committee: Margo Ohlson and Alicja Sochacka.

Subcommittee Reports:

I. Orientation

- First week of orientation was last week, March 25-27. All went well with Honors Orientation. Evaluations of New Student Orientation have not been tallied yet. As soon as Debbie receives them, she will share with the committee.

Unfinished Business:

- None

New Business:

I. Elections for new committee officers of Student Engagement and Success:

- **Lauri Thorpe** – elected Chair & seconded
- **Susan Ashby** – elected Co-Chair & seconded
- **Secretary** – deferred until next meeting

II. Scholarship Allocation Strategy: (Scannell & Kurz) “S&K”

- Thirteen committees have been formed on campus to come up with ideas to fill our budget gap. A 26 million dollar gap, how can we fill the gap and increase revenue?
- The consulting firm, Scannell & Kurz specializing in higher education consulting services related to strategic enrollment management and planning, has been hired by UA to come up with ideas to attract the best yield. Their question, “why do students choose UA?”
- Scholarships have been reviewed and data is back from the 2010, 2011, 2012 incoming classes.
- It is great news that we attract such terrific students by offering competitive scholarships; however, we were 2 million over budget last year.

- This year we are trying to stay close to budget. S&K recommendation is give less money at the high end. Their recommendation, we should use more money down the grid. For instance, instead of giving a top scholarship to one high-end student, split that money and give it to three, more in the average range of students.
- A scholarship committee has been formed at UA and their recommendation is exactly in-line with S&K. The scholarship committee's recommendation is instead of the 10,500 cap currently in place; perhaps drop that to 9,500 cap. Their feeling is we would attract the same caliber of students as we did with 10,500 cap.
- We need to be more competitive with our out-of-state students, 10% or more the reputation of the college would change, less parochial. Recommendation by S&K would be to raise the number of out-of-state tuition waivers, ex: 3.5 GPA and a 25 ACT would be a total waiver; 2.75 and a 21 ACT would be a 6,500 scholarship.
- S&K recommended UA discontinues having the Honors Scholarship interview days. The Honors College, Dr. Mugler, feels very strongly in continuing the scholarship interview days.
- Group discussion - Honors Interview Days – Pros/Cons
 - Honors Interview Days showcase current students' accomplishments which could be a selling factor for UA.
 - Also the day showcases the honors community.
 - Options – maybe cut the interview day but have a “Scholar” visitation day inviting the high achieving students from high schools.
 - The University of South Carolina Law School required interviews but that is when they were the only Law School in South Carolina. UA School of Law knows what type of students they are looking for and offer incentives to attend recruiting events.
 - Honors Interview days are costly. It is just under \$8,000 per interview day in cost.
 - We could offer a set scholarship but then make the interview optional with a chance of bettering the scholarship offer. Currently that is in place, the students are guaranteed \$1,000 for attending the Honors Interview day with a chance of bettering their scholarship once they interview.
 - Q: “What do our student representatives think, continue with the Honors Interview Days, have Scholar visitation days or neither, just recruit?”
A: Both student representatives liked the idea of scholar visitation days.
- Recommendation by our committee: based on the discussion and input, our committee is in-line with S&K. We recommend to reopen the discussion of discontinuing the Honors Interview Days and recommend Scholar visitation days on campus.

III. Finding ways to cut the 26 million dollar gap

- UA tuition fee remission – currently gives 100% tuition remission to employees and family members under the age of 28 and not married.
- Other schools offer similar benefits to their employees. Some have a stipulation you must be employed three years at the institution before receiving the benefit. OSU gives 50% fee remission. If UA went with

75% fee remission, it would save 1 million per year. If UA went with 50% fee remission, it would save 3 million per year.

- Group discussion Fee Remission – Pros/Cons:
 - When UA began a state university in 1967 the employees were promised this benefit for themselves and their families.
 - Is the fee remission benefit in the faculty contract? The new staff union does not have a contract yet.
 - Would it be better to offer 75% fee remission rather than cut 35 employee positions?
 - This should be the **very last option to consider** in cutting from UA employees. Cutting retire/rehire employees should be at the top of the list to review in saving money; across the board, not just staff.
- Recommendation by our committee: based on the discussion and input our committee recommends, **if it is the last possible option in saving jobs to cut fee remission:**
 - Offer 75% fee remission to employee dependents with the stipulations:
 - Must be employed full-time for three years to receive the benefit.
 - Dependents receive either scholarship money or fee remission, NOT both.
 - Dependents should be defined – adopted, biological children and spouse; NOT spouse's children from a previous marriage.
 - Receive dependent fee remission up to age 25 and NOT married.
 - 100% fee remission for employees up to age 50.

Meeting adjourned at 4:10 pm.

Next Student Engagement and Success meeting is Tuesday, May 7th, 3:00-4:00, SU 321.