

Academic Assembly
April 22, 2013
2:05 – 3:35pm, STCN 130

MINUTES

Present: David Arnesen, Mason Bryan, Brenda Broussard, Carol Wolfe Clay, Karen Cowgill, Isiaah Crawford, Tito Cruz, Lynn Deeken, Bill Ehmann, Terry Foster, Christian Halliburton, Sonora Jha, William Kangas, Kristi Lee, Michael Matriotti, Sean McDowell, Kelly Meduna, Erik Olsen, Roshanak Roshandel, Rob Rutherford, John Strait, Jeremy Stringer, Chris Stipe

Minutes taken by Rosa Hughes

- I. Review of 4-8-13 Minutes
 - A. Approved with no corrections
- II. Task Force on Diversity
 - A. Need four faculty members appointed by AcA
 - B. Current nominations: Francisco Guerrero, Marinilka Kimbro, Peter Brous, Vinay Datar, Leticia Guardiola-Saenz, Natasha Martin
 - C. Nominators will send brief emails to AcA summarizing the nominees
 - D. Vote at next meeting
- III. FY13 Budget Overview (*Connie Kanter*)
 - A. Accounting Background
 1. Statement of financial position is a snapshot in time of assets less liabilities (net assets)
 2. Statement of activities is an income statement of revenue less expenditures (surplus/deficit)
 - B. Higher Education Outlook
 1. Moody's outlook is "negative" for higher education
 2. Challenges for industry
 - a. Price sensitivity – tuition growth
 - b. Strain on non-tuition revenue sources
 - c. Student loan burden and defaults
 - d. More regulation and accreditation sanctions
 3. Strengths lie in shared governance and strong leadership
 - C. Seattle University's Financial Position
 1. Maintain rating with stable outlook
 2. Historical operating surplus, stable undergraduate enrollment, fundraising capability
 3. Challenges are slim financial resource ratios, declining graduate enrollment, limited revenue diversity
 - D. Operating Results
 1. Tuition dependent, people costs, significant deferred maintenance, substantial long term debt
 2. Large surplus last year for several reasons, looking to reduce that
 3. Increased financial aid nearly 50% over the past 5 years
 - E. Looking Ahead – FY14
 1. Undergraduate cost of attendance increasing 4% with modest undergraduate enrollment growth

2. Graduate tuition not increasing (except Law) with most schools increasing enrollment goals (except Law) and new marketing and recruitment for graduate programs
 3. Net budget reduction for Academic Affairs was under 2.5%
- IV.** Human Resources Updates (*Jerry Huffman*)
- A. Benefits Philosophy
 1. By 2015, goal to have average pay for employees at market median
 2. Currently in year 3 of 5 in the market equity program, some schools and colleges have already met their median goals and some are still awarding
 3. Also moving to have benefits at market median: medical, retirement, tuition remission
 - B. Challenges
 1. Economic pressures facing industry
 2. Increasing investment in people programs
 3. Prioritizing pay while transitioning fringe benefits to more appropriate levels of competitiveness
 - C. 403b Retirement Plan
 1. Voluntary participation significantly trails benchmark as does average account balance
 2. Concern about sustainability of plan
 3. Exploring a move to median market benefit of matching principal to incent retirement partnership contribution
 4. This is still in the conversation stage, and there will be campus fora in fall 2013
 5. Concern expressed by AcA members about the potential change in retirement benefits
- V.** Doctor of Ministry Proposal (*Mark Markuly*)
- A. Delay in proposal
 1. Proposal is coming to AcA so late in the year because there was a discussion about the complications of the Carnegie classification that took time to clarify
 2. Does not affect our Carnegie classification because it does not require a research dissertation
 3. Reason to rush: more competition moving into the area, but we are the only accredited program in the region which would work in our favor if we get into the market now
 - B. Program demand and assessment
 1. Although many potential students did say that they were interested in the program for personal growth, most of those also indicated professional needs as well
 2. Designed to help pastors get a larger congregation, move into leadership or management roles at their church, or be seen as an expert in their area of study
 3. Builds on the Pastoral Leadership degree with an additional 42 credits and a final paper
 4. Professional degree comparable to the amount of time spent to earn a JD or MD
 - C. Next steps
 1. Not enough time to review documents presented and fully understand program
 2. Request for feedback from Office of the Provost
 3. PRC will meet with the program representatives again and further review the response document presented by the program
- VI.** Announcements, Updates, etc.
- A. Proposal for changing the structure of AcA coming soon
 - B. Bill Hogan and Tim Leary coming to present on Athletics budget
 - C. Rosa will send out term expirations, need officer nominations for next year