

Admissions, Retention and Financial Aid Committee

Meeting of 11 December 2003

Present: Laurel Carrington, Paul Jackson, Beth Christensen, Barb Lundberg, Katherine Ruby, Bill Green, Kurt Anderson, Rachel Erickson (student)

1. Need Sensitive Admissions Policy update. President Thomforde, in consultation with the cabinet, has stated that the movement to Need Sensitive Admissions is an administrative decision and does not require a Board resolution, although the Board is supportive of the measure and will be kept informed. Consequently, the admissions staff has recommended to the president that Need Sensitivity be applied to this year's admissions cycle, and include up to 15% of the entering class. The admissions processes for Need Sensitive implementation that previously have been outlined and discussed will be followed. Each year this policy will be reviewed and outcomes reported to the Board, including comparison to past Need Blind policies.

2. Update on current recruiting/admissions class.

- Early Decision (ED) admission offers are out (97 F03 vs. 106 F02)
 - Taking slightly fewer ED students to get larger Early Action pool
 - See greater gender imbalance in pool of Early Decision applicants (30%M 70% F)
 - 12% multicultural and 12% first generation
 - Increase in average GPA, SAT, average rank
 - Clearly have improved quality and diversity
- Early Action (EA) pool is larger than this time last year (1542 vs. 1100)
 - Increase in students of color
 - Quality looks good
- Increase in Regular admissions applicants compared to this time last year (471 vs. 133). Disparity between male and female applicants much less in both Early Action and Regular admissions groups than in Early Decision group.
- Cross-applicant numbers: main competitor still Gustavus, followed by Luther; seeing stronger showing from U-MN and U-Wisc as well as upward trend from Concordia and U-St. Thomas.

3. Discussed challenges classes present to ESL students during their first semester on-campus and implications of recruitment and retention on the student body. Identified some need for faculty information regarding resources available to these students for support and skill enhancement, particularly in writing. Past performance shows that these students do well/improve writing significantly after first term. Faculty with concerns may wish to contact SSS, Academic Support Center as well as make use of the Continuous Reporting Form so that students seek help early.

4. Strategic Plan Discussion. Committee asked for clarification on elements on the Strategic Plan that were related to: 1) the recruitment of an inclusive student body that targets new immigrant groups in the region, and 2) the creation of a mentoring program for underrepresented populations to pursue graduate study. Admissions and other groups will

continue the same outreach and recruiting activities, but strive to engage the Somali and Latino communities more fully. Mentoring program for students to pursue graduate study is currently being developed and will attempt to identify students in their sophomore year. Discussion of this latter topic also addressed the need to create an institutional culture that avoids placing undue responsibilities on faculty from underrepresented groups.

5. Next Meeting will be scheduled for February at which time the committee will hear an update on recruiting efforts and how implementing Need Sensitive admissions is progressing.

Respectfully submitted,
Paul Jackson