

Minutes of ARFAC Meeting, 5/12/99

Present: Mike Leming (Chair), Kathy Ruby, Barb Lundberg, Tim Mahr, Bill Green, Elizabeth Malzahn, and Bob Entenmann..

Not Present: Judy Kutas, Sean Thomas-Breitfeld, and Dick Senese.

The meeting was called to order at 3:30. The minutes of the last meeting on May 5 were approved.

The motion proposed by Mike Leming to join the Tuition Exchange Program with the target of accepting three students per year under the program and the possibility of exporting the same number of faculty and staff children was discussed.

Tuition Exchange is being presented as an option for ARFAC to consider because in some cases, it may enhance an institution's ability to recruit strong students with more geographic diversity. Mike Leming presented a letter from Owen Sammelson, Vice President for Administration at Gustavus Adolphus College outlining their participation in the program. They offer one or two four-year scholarships and one or two three-year scholarships each year, and believe that it enhances the geographic diversity and profile of students who choose to attend GAC. The four students who attended GAC on Tuition Exchange this year were from Pennsylvania, Ohio, Iowa, and Oregon. Barb Lundberg indicated that GAC has a greater need to enhance geographic diversity than St. Olaf does, and her opinion is that our participation in TE would not significantly impact academic profile or geographic diversity.

For the past two years, SALT has decided against participation in TE, as an indication of our commitment to Lutheran higher education and programs. In fact, two years ago, when discussing TE, the decision was made to increase the benefit available to St. Olaf dependents through the ELCA exchange.

One of the concerns about participation in TE is that while we can limit the cost of the program by limiting the number of students we accept or "import" into the program, we must also stay in a three-year balance with our "exports." This means that we might have to limit participation in the program to St. Olaf faculty/staff in a year (or more) when our imports/exports are out of balance. This has ramifications for the "benefits" side of the issue; while it is presented as a benefit to faculty/staff, it is not an entitlement. One of the unknowns in consideration of the program is the number of St. Olaf dependents who might want to utilize this program (and/or the ELCA program) in the next 5-10 years. Human Resources does not have such data on file, although the possibility of developing a survey to gather that information has been discussed.

Finally, of the 400 schools in Tuition Exchange, we are among the top 10% in terms of selectivity. This may have implications for how many students also has obvious budget implications, since we will be waiving 90% of tuition for students who are awarded TE scholarships.

Since participation in Tuition Exchange covers such a wide spectrum of issues in addition to enrollment, an alternative motion was presented as follows:

ARFAC recommends the President form a Task Force to explore the Tuition Exchange Program. The Task Force shall be comprised of a representative from the ARFAC Committee, the Benefits Committee, and the Service and Support Staff Committee, as well as the Directors of Financial Aid, Admissions, and Human Resources. The Task Force should complete deliberations and present a recommendation to the President about participation in the Tuition Exchange Program by December 15, 1999.

This motion was unanimously passed.

The next agenda item regarded the Admissions Policy for Faculty/Staff Children who are considered marginal candidates in regard to their admission academic credentials. Slight changes in wording were made to the proposed policy, and the following was approved unanimously by the committee:

Admissions Policy: Faculty/Staff Children who are "Marginal Students

1. All applications filed by children of a faculty/staff member at St. Olaf College, who do not meet the established admissions criteria for the current application pool, will be reviewed by an admissions committee consisting of:

- a. The admission staff member assigned to the student's high school.
- b. The Director of Admissions.
- c. The Vice President for Enrollment.

2. Students whose current academic work (GPA) and standardized test scores (ACT or SAT) are significantly below the credentials presented by the accepted applicant pool will be denied admission.

3. Students whose current academic work and standardized test scores are considered marginal for admission purposes, but who appear that they might be able to succeed at St. Olaf (as determined by the admissions committee, described in #1 above) will be admitted as a Special Student.

- a. Students who are considered for this option are those who are not eligible for admission into the PEP program.
- b. Students approved for admission as a Special student will be allowed to enroll in a maximum of three courses (or for a total of three credits) for the Fall semester, and must earn no grade lower than a "C" during this time period.
- c. Students admitted under this procedure will be assigned advisors who have been informed in advance of the nature of the admissions restriction. Every effort will be made to assign advisors who have had experience in advising at risk students.

d. Students admitted as Special students must meet with the First Year Dean during the first week of classes and at key points during the term.

4. Students who successfully complete these requirements (for one semester) will no longer be restricted to the three-course limit and may enroll as a full-time degree seeking candidate.

5. Students who do not meet the requirements of their admission during the Fall semester will be allowed to continue through Interim and Spring semester-enrolling in one course in Interim and in no more than three courses or three credits in Spring semester, with the continuing stipulation of earning grades of C or better.

6. Students who are unsuccessful at the Spring semester will be reviewed by the First Year Dean of Students and the Director of Admissions, and may not be allowed to continue their enrollment at St. Olaf.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,
Kathy Ruby