

**John Carroll University**  
**University Committee on the Student Learning Experience**

Steven Herbert, Mark McCarthy, Brent Brossmann, Todd Bruce, Lisa Cornelius, Sherri Crahen,  
Carlo DeMarchi, Rebecca Drenovsky, Sr. Katherine Feely, Tiffany Galvin Green,  
Bonnie Gunzenhauser, Angela Krueger, James Krukones, Stephanie Levenson, Maria Marsilli,  
Nikki Marzano, Al Miciak, Michelle Millet, Michelle Morgan, Patrick Mullane, Edward Peck,  
Maria O'Connor, Kyle O'Dell, Zachary Rhodes, Amy Wainwright, Claudia Wenzel

**September 29, 2020**  
**11:00 a.m. Zoom Meeting**

Present: S. Herbert, M. McCarthy, E. Ahern, B. Brossmann, T. Bruce, L. Cornelius, S. Crahen,  
C. DeMarchi, R. Drenovsky, K. Feely, T. Galvin Green, B. Gunzenhauser, A. Krueger  
J. Krukones, S. Levenson, M. Marsilli, N. Marzano, A. Miciak, M. Millet, P. Mullane,  
E. Peck, M. O'Connor, K. O'Dell, Z. Rhodes, A. Wainwright, C. Wenzel, J. Rick.

S. Herbert convened the meeting with a prayer, and welcomed the members to the first meeting of the semester. He noted that he intended to invite a committee member to present a reflection or prayer at the beginning of each UCSLE meeting. S. Herbert summarized that the last UCSLE meeting was in fall 2019, and the committee had been on hiatus as members were involved in the work of the Strategic Plan, and also, that as new Provost/AVP, he could have time to soak in John Carroll's culture and determine how best this committee could function. Now more than ever, this committee needs to come back together.

J. Rick presented data from the results of the Great Colleges to Work For survey. As background, T. Bruce pointed out that the survey was offered in 2014 after the HLC visit noted a need to work on governance issues and morale. The survey was used in 2015 with the goal of diagnosing problems. In 2017 the survey was used to see if the changes made had impact; results showed we had returned to base line and were much more aligned with peers. J. Rick noted the survey comprised 60 questions, and JCU added custom questions regarding DEI issues not addressed in the survey. There was a 46% response rate, which is good but not as strong as hoped. J. Rick explained the current survey results and noted that she was going to all divisions in order to present division-level specifics.

When asked how this data would be shared with faculty, S. Herbert noted we started with this group for the Academic Division, and are open to ideas on how to share with others. He will speak with the deans and B. Brossmann as to the best way to share the information with faculty. Suggestions were made for meetings with Boler and CAS Chairs (separately), Academic Affairs staff, and a town hall presentation. It was noted that smaller groups allowed for more targeted presentations and a good opening for more conversations.

T. Bruce pointed out that areas of low score also had low scores in previous years, but under different administrative personnel; this shows a need to look at structural solutions. He also noted that we performed better in 2017 due to the creation of staff council and community meetings. This is part of the reason to have these conversations. When asked how the issue of

being overworked and underpaid can be addressed in a realistic way in this constrained environment, J. Rick noted the need for smaller group meetings to discuss what work to focus on, and what to take off a person's plate, so they don't feel overwhelmed; the need for guidance and leadership to see what to focus on now. Suggestions were made to frame survey discussions around the Strategic Plan to determine how best to move forward. J. Rick will work with Steve to get in front of other groups to further discuss the survey.

S. Herbert noted the framework for the UCSLE was to include Student Affairs, Enrollment Management, and other student-facing areas/aspects as a part of this group. It was noted DEI and Campus Ministry should also be included, to bring all aspects of student efforts together to collaborate, communicate and think more strategically. In discussing the meeting format, S. Herbert noted he was thinking of 1 or 2 mini-presentations each meeting on specific initiatives; to bring issues forward for input and communication. He also sees the membership as relatively large – 40 – with more focused work done in the working groups. T. Bruce noted that, due to new criteria for HLC, there is a need for a body with decision-making powers on issues of retention, persistence and the assessment of student learning at the institutional level; this could be the work of the UCSLE. He also noted that the National Student Engagement Survey is ready for discussion, and UCSLE could take a first look at this data. T. Bruce also pointed out IT and Facilities as student-facing groups currently not represented on UCSLE; representatives could be invited to specific meetings.

There were suggestions to regularly share other survey results with UCSLE, and to generate a google doc listing of problems in need of discussion, in order to focus and productively work together on issues of the moment. It was also suggested that the UCSLE could be a decision-making body to move issues to the Strategic Plan.

S. Herbert noted the excellent suggestions for today, and that a google share drive will be set up for posting the list of problems for discussion. The UCSLE membership list will be distributed, and S. Herbert requested members send suggestions on any additional names. E. Ahern asked for suggestions regarding any specific students or groups to reach out to for the student rep, as she is having a hard time finding a student free during the meeting time frame.

S. Herbert suggested scheduling 3-5 meetings per semester, with the possibility of adding more as we find necessary. He also noted that this doesn't preclude how often subgroups meet. There was discussion on the current subgroups, with a suggestion to add a group pertaining to the online teaching experience. S. Herbert noted there could also be Ad Hoc groups.

In the interest of time, S. Herbert requested members email any suggestions regarding topics for discussion and working groups, and he will share them with the group.

Respectfully submitted,  
Barbara Lovequist