

***Xavier University of Louisiana***  
 OFFICE OF PLANNING AND INSTITUTIONAL RESEARCH  
**M E M O R A N D U M**

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TO: All USPC Working Groups  
 FROM: Allen Gale, Sr. Institutional Research Analyst  
 DATE: February 14, 2008  
 SUBJECT: Team Updates

Below are minutes from February 7, 2008 meeting to discuss teams' progress with Dr. Thomas Scheye:

TEAM	PROGRESS	TASKS REMAINING	SCHEYE COMMENTS
<b>Mission</b>	<ul style="list-style-type: none"> <li>➤ Reviewed mission statements back to 1916</li> <li>➤ Noted mission changes every 5 to 10 years, but noted consistent inclusion of social justice as component of mission</li> <li>➤ Contacted members of Sisters of Blessed Sacrament for feedback</li> <li>➤ Proposed changes include mention of founding by St. Katharine Drexel; deletion of perceived "buzzwords"</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ Suggested that team look into ways of increasing buy-in and ownership of mission among students, faculty and staff</li> </ul>

TEAM	PROGRESS	TASKS REMAINING	SCHEYE COMMENTS
<p><b>Role of Faculty in Governance</b></p>	<ul style="list-style-type: none"> <li>➤ General agreement that strong role for faculty in university governance is essential in recruiting and retaining quality faculty members</li> <li>➤ Noted lack of faculty role in selection of faculty department chairs and academic officials, changes such as departments to divisions (and vice-versa), changes to faculty handbook, <i>etc.</i></li> <li>➤ Speculation that above-noted lack of role in such changes breeds apathy among faculty to become involved in committees (no one volunteers, so members have to be appointed)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ Don't focus on personality but rather on policy</li> </ul>
<p><b>Student Recruitment &amp; Retention</b></p>	<ul style="list-style-type: none"> <li>➤ Reviewed geographic recruitment mix; noted increase post-K in students from southern region, especially within Louisiana</li> <li>➤ Proposed increasing recruitment in southern region</li> <li>➤ Looked at student preparedness prior to enrollment; noted increase in students being placed in remedial courses</li> <li>➤ Speculation that less prepared students are less likely to persist</li> <li>➤ Proposed reducing quota of less-prepared candidates for admission</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ No specific recommendation</li> </ul>

TEAM	PROGRESS	TASKS REMAINING	SCHEYE COMMENTS
<p><b>Student Life, Facilities &amp; Social/Spiritual Environment</b></p>	<ul style="list-style-type: none"> <li>➤ Noted that students are not aware of what is going on at campus</li> <li>➤ XU students frequently go to Tulane &amp; Loyola to use facilities such as library, gymnasium</li> <li>➤ Need to identify XU resources (such as new fitness center), and communication systems available to let students know what we have (noted that it may not be that facilities are unavailable, but that students are unaware of them)</li> <li>➤ Dining services more convenient for resident students than commuters; also lack of <i>brand name</i> products for consumption</li> <li>➤ Proposed that campus activities be posted on XU website rather than relying solely on posters</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ No specific recommendation</li> </ul>
<p><b>Teaching, Scholarship &amp; Research Capacity</b></p>	<ul style="list-style-type: none"> <li>➤ Reviewed faculty load at comparable institutions; noted 9-hour course load at many</li> <li>➤ Noted difficulty with balancing current XU 4:4 course load and advising, researching, scholastic efforts</li> <li>➤ Literature review highlights importance of maintaining current knowledge, research/scholarship makes one a better teacher</li> <li>➤ Designing survey for faculty input</li> </ul>	<ul style="list-style-type: none"> <li>➤ Survey to be administered to faculty</li> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ No specific recommendation</li> </ul>

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<p><b>Role of Technology</b></p>	<ul style="list-style-type: none"> <li>➤ Review of technology at XU highlights that existing resources are underutilized, comfort with technology not in XU culture</li> <li>➤ Distance education is not being aggressively pursued, but could be implemented through Blackboard</li> <li>➤ Training needed for faculty and staff to maximize benefits of existing technology</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ Gather data on utilization of existing systems</li> </ul>

TEAM	PROGRESS	TASKS REMAINING	SCHEYE COMMENTS
<p><b>Programs as Flagships</b></p>	<ul style="list-style-type: none"> <li>➤ Flagship programs identified as Pre-Med and Pharmacy, both related to health sciences</li> <li>➤ Suggested adding Business and Education as additional flagships</li> <li>➤ Proposed introduction of post-baccalaureate programs</li> <li>➤ Proposed a five year public health program that would allow students to study abroad for one year and which will also tie the program to the mission of XU</li> <li>➤ Proposed seeking program not well-known that XU could become known for</li> <li>➤ Question raised: What do students do who are either not interested in Pre-Med or unable to gain admission to med school?</li> <li>➤ Proposed that competitor schools' flagship programs be reviewed</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ Keep things general.</li> <li>➤ XU should consider addition of at least one more flagship program.</li> <li>➤ Tying the program to the institutional mission is one of the important criteria for flagship program</li> </ul>

TEAM	PROGRESS	TASKS REMAINING	SCHEYE COMMENTS
<p><b>Serving City &amp; Region</b></p>	<ul style="list-style-type: none"> <li>➤ Identified need to get XU back to pre-K service level</li> <li>➤ Programs eliminated post-K include Bolden Childcare Center, Gert Town neighborhood leadership, adult literacy</li> <li>➤ Need to identify constituents for whom service will be provided</li> <li>➤ COP has many service initiatives that are operating below radar</li> <li>➤ Concern that current 12-hour teaching load at XU inhibits service and volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>➤ Summarize</li> <li>➤ Develop action plan</li> <li>➤ Determine measurable outcomes and associated metrics</li> </ul>	<ul style="list-style-type: none"> <li>➤ Keep things general.</li> <li>➤ Increase student involvement</li> <li>➤ Use already available services</li> <li>➤ Develop clearinghouse to focus efforts across departments</li> <li>➤ Consider some services for revenue generation</li> <li>➤ Factor community service into tenure review</li> </ul>