Missouri S&T Retention Committee Meeting
January 28, 2010
8:15-9:15 AM

Members Absent: Sunnie Hughes, Carol Smith and Brad Starbuck
Guests: A welcome was given to David Giffin as a new student representative and officer in Student Council.

I. Review and Approval of Minutes
The committee members reviewed the minutes from the 1-14-10 meeting. A motion was made (L. Gragg) and seconded (L. Stall) to approve the minutes as submitted. The minutes were unanimously approved.

II. New Business

A. Review of Strategic/Tactical Plan Action Items Adoption
Lynn Stichnote provided an update of Action Item 2.5—“Focus new financial aid resources to increase need-based student financial aid availability.” Copy of the PowerPoint is included in the e-file. Committee Members: Lynn Stichnote, Sunnie Hughes, C.R. Thulasi Kumar, Scott Miller and Carol Smith.

Unmet Need calculation based on FASFA submission:

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<td>--Family income</td>
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<tr>
<td>--Family size</td>
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<td>--Subtract family's ability to pay</td>
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<td>--Subtract cost of attendance</td>
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Average amount of unmet need has increased by $154. So the average unmet need stands at $1,800. There is a concern of loan indebtedness per year. Jay Goff shared the scope of this is that unmet need has increased $1.2M in 2 years.

Loans are granted in the following tiers:
First, subsidized Stafford Loan and payments begins 6 months after graduation.
Second, University Loan
Third, Parent Plus Loan
Fourth, Alternative Loan. Interest is based on credit worthiness. Traditional college-age students will have a higher interest rate.

Debt situation:
Mary Ellen Kirgan asked if there is a predictor to curb indebtedness? Jay Goff explained there are about 24% of the students entering with credit card debt. Those families that have an average income of $64K - $78K were impacted with a decrease in Pell Grant. What is more critical is that students are graduating with a debt anywhere from $18,000 to $23,500.
Recruitment or Retention Issue?:
Larry Gragg asked if this discussion pertains to recruitment or retention? The answer is both.
Lynn explained the question needs to start with:
--What kind of student do you want?
--What needs to happen to entice them?
--What needs to happen to bring them?
--What needs to happen to keep them?
It is important to match these answers with:
--What does faculty want?
--What does res life want?
--What do constituents want?

What is needed?:
Jay Goff indicates that at the end of the day what is needed:
--New internal loan system
--Increase in need based aid, not just scholarships so students can be awarded assistance for books, housing, etc. to help total cost of attendance.
--We have the highest percentage of Pell Grant students
--Need to find ways to support the payment of housing and other costs
--“Middle” families are feeling it the worst

Steps to make it better although not adopted in the Tactical Plan:
--Loosen restrictions on scholarship endowments
--Go back to donors of hundreds of endowments to revise board papers
--Increase the number of need-based scholarships
--Provide a menu of needs to Development Officers of University Advancement to match fundraising efforts with campus needs. Already, Lynn is meeting with them several times a week. During the next three years of the quiet phase of the next campaign, take into account the needs of the department.
--Educate the campus about the need for unrestricted aid and unrestricted need-based aid.
--Reduce the number of preferences to one for any newly established scholarship.
--Departments are now being equipped with information regarding cost of attendance and unmet need to inform their decisions about departmental scholarship awards.
--Increase the level of administration in Financial Aid, because more has changed in the last two years than in the last 15 years.
--Encourage more students to complete FASFA by March 1, although we are already the leader in the state in completion at the rate of 77 – 80%.
--Increase alternate loan sources
--Increase need based aid. $2.4M is needed per year.
Larry Gragg asked if payroll deduction contributions can go to the interest free loan that was shared.

Concerns:
--33% more students are serviced this year vs. last year with the same amount of staff.
--Departments award departmental level scholarships without information about other “stacked” scholarships and do not have time to do this kind of analysis and it doesn’t mitigate unmet need.
Dr. Gragg was commended for his example of cooperation and help with the departments.
--Vicious cycle for students with needs.
--Need support for underrepresented groups.
--Need support for legacy groups.
--IRS regulations are clear that you can not have a pipeline back to the company or any ROI.
Price elasticity around, “What kind of student do we want? In order to be competitive, how much do we need to provide for that population of students?”

For example if you want a student with:

- 27 ACT
- 3.5 GPA
- $4K with Trustees Scholarship

The number one reason the institution is losing students is because of money. Balance of the discount rate vs. the tuition rate. There has not been a scholarship increases since 2001. The loan limit hit and students can not borrow more if family income is less than $42K.

In three to four years this will be critical and a tipping point. We must develop strategies to help students complete their degrees and to help students stay in school.

Hidden retention issue of the cycle of:

- Student has limited financial support, so they work 30-40 hours and this impacts their GPA and they are not able to hit that 6-year graduation rate and becomes less attractive to employers.

- Regulation compliance for New Truth in Lending Act will pull staff resources away from direct student interaction and scholarship process, because of the number of disclosures now required to University Loan administration.

Lee-Ann Morton asked how much goes unawarded because of restrictive criteria? $260K in unawardable scholarships and about $400K in loans. She also asked how many corporations give back to MS&T after they hire our graduates? She said she would present this idea to COC Advisory Board in April. Jay Goff explained it is a missed opportunity when Boeing provides a $250K challenge, but private resources are not able to be secured.

Impact of improvements made thus far:

- Two, $100K gifts have been secured and hope to have other “kickoff” gifts.
- Offering interest free loans to students
- Good work has been layed out for the future
- Coding is being done in University Advancement’s ADVANCE database to identify previous scholarship awardees.
- Develop a new tier system of:
  - Silver and Gold Scholarship
  - Silver and Gold Loan
  - Workship for students to be employed by Annual Fund so they can place strategic calls to an untapped affinity group of previously awarded scholarship students that are now alumni.

B. Next steps for continuous quality improvements for advising: Student Council survey on advisors and faculty will close in the next two weeks. Harvest Collier indicated the results will be very valuable.

III. Next Meeting: February 11, 2010- 8:15-9:15 AM, Silver & Gold room, Havener Center

It was recommended by Harvest Collier to discuss the needs of NSF LSAMP and determine service by Retention Comm. Members to impact academic resources, under represented populations and retention. The grant of $500K over 5 years is dependent on the number of STEM graduates. Only 300 graduates for UM System and Washu per year.

The meeting was adjourned.