

November 2015 Meeting

Wednesday, November 11, 2015

8:59 AM

Called to order at 9:00 am

Recognition - Staff of the month

Matt Kitterman, ITS

Guest Presentation: President Chuck Staben

Is hoping to have an informal discussion today. Wants to discuss the strategic planning process, centering communication around:

1. Transformative Education
2. Ideas that matter
3. Building the UI team

1. Transformative Education

Idea behind transformative education is to uphold level of education while offering education to more people, which is a long-term problem for this state.

Open enrollment opportunities, take next steps. Idaho is the only state that has a K-20 public system. This means that we have “access” to High School records.

Enroll Idaho Information sessions was held in 43 locations across the state. Not as successful as hoped but a great learning opportunity for what to do different in the future. Had a lot of press coverage.

Direct Admit Letters were sent out describing path students can take including admissibility to different Idaho colleges based on GPA.

Cost and perception of cost.

2. Ideas that matter

Emphasize our role as a research university. Our university does a lot of research that has a major impact – example – Ag. Extension

Engaging students in research. \$300,000 set aside in to the vandal ideas project, which is meant to be interdisciplinary in nature.

3. Building UI team

VP folks to lead the team – we are starting to see the momentum from that. The new VP team is a breath of fresh air.

The team is working on:

- Rebuilding trust
- Examine current policies

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- Address compensation for all employees – goal to be at 100% by 2025 – which will require resources
- Allow staff/faculty to feel valued and listened to by re-examining practices

This is truly an exciting time for the university,

Question: If students are automatically accepted, do they still have to fill out an application? They are accepted, but to be admitted, we need to have a little more information, so they will need to fill out the application retrospectively. We will review how well this goes this first time around and make any needed adjustment for next year. We are building the plan and flying it at the same time.

Question: What are we up against? – both statewide and institution barriers? Low percentage of Idaho college age kids going to college. There is a perceived cost barrier and folks do not see college as part of a life plan.

There is about 5,000 college age people who meets the admission standards in Idaho who does not go to college. Idaho is at about 50% of college age people going to college. Trivia: State with the highest rate is Mississippi at 80%. That is our aspirational goal!

Idaho has slipped dramatically in per capita income, currently 49th. Educating people will help improve that.

Question: Idaho resident rule – parents claiming on campus. If student would be allowed to be independent from their parents? A potential barrier is a lack of financial support available from parents.

This issue of financial independence is being reviewed by the State board. Educational support 50% and up must be paid by self. Residency is completely separate to financial aid.

Question: In general terms – Ideas from staff/faculty, how do we get them to upper administration? Go through hierarchy paths. The president also has open office hours and everyone is welcome to stop by. It is usually pretty lonely during these times...

Open office hours schedule is posted on the president office website. It does change due to very irregular schedule so check the website first.

Idea – to have an online suggestion box?

Question: Numbers for Enroll Idaho? CDA – 31 students, 70 total. Driggs – 7, Nez Perze – 3 (only 7 seniors) Other numbers are still coming in.

Students showing up are already pretty highly motivated to go to college. We want to reach out to the “other” students who do not have college on their radar.

Student visit procedures have improved greatly, but we have a lot more work to do.

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Question: With this new program, is the University still working with the High School Counselors? Yes. The penetration and usefulness of this information to the counselors still needs to be evaluated.

Question: With changing Idaho's college going culture what about additional academic and support needs for retention and graduation? Current retention of High School students is 8-%, which is slightly up. We are looking at current strategies within institutional control.

Early alert – 3 weeks into the semester, reaching out sooner, making resources available to helping these students.

We need to implement more steps to help with this, but it will require a change in our faculty culture. There are a lot of steps we can take, but it would be impossible to implement everything at once.

Question: What about improved career services? A majority of our students are residential traditional students, dealing with a lot of changes. 1st acclimating to college, 2-4th – defining who they are and develop a career plan. High touch cultural advising.

Non-majority students – higher retention, lower graduation rates
White – lower retention, higher graduation rates

This is mostly based on financial. The benefit from a financial point of view is to graduate – best investment.

25 year olds today will be less educated than their parents – this is the first time we will be in this position in the U.S. This is not a good strategy.

Question: Any thoughts on what happened at the University of Missouri this week? (the President and chancellor resigned, diverse student population) Reaction: Don't know what the racial situation was really like. He probably did not engage in the issues but chose to ignore it. The fact that the football players were on strike is fascinating. It is kind of scary that your football team can make you resign.

You should resign or lose your job because of how you handle issues not because of treats from the football team – chilling.

Was not ignorant, discriminatory. Not a friendly situation – it is tough, but it was a situation to help us all reflect on where we are at institutionally to be more inclusive.

Question: Will this set a future president for future pressure from athletics? Interesting – students stepping up is absolutely important. Athletics is a very visual department at most universities.

Roll Call, Determination of Quorum

Absences: Bekah Miller-MacPhee, Stacey Smith, Jennifer Baillargoen-Hauck, Sue Branting, Debra Rumford, Irma Sixtos, Angie Sowers, Brian Mahoney. Quorum is met.

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Approval of October 2015 minutes

Motion to approve minutes by Lisa Miller, 2nd by Andrew Brewick. Approved unanimously.

Executive Committee Reports

Off-Campus Rep – Angie Sowers

Not present, nothing to report

Communications – Debra Rumford

Not present, nothing to report

Treasurer – Janice Todish

Nothing to report

Secretary – Laila Cornwall

Still waiting on a couple more updated membership forms, please complete and email back to Laila

With Ali Bretthauer leaving the university, we now have one exempt position open on Staff Council. Please email Greg Fizzell if you have anyone in mind to fill the position for the rest of this term.

Technology – Darren Kearney

New phone system was approved – will hopefully be in place by/before the next fiscal year

Vice-Chair – Lisa Miller

Nothing to report

Chair – Greg Fizzell

Classification task force – Ali Bretthauer was chair of that committee. With her gone, Lisa has graciously offered to take over. We have had two meetings so far – focusing on what we want to accomplish which includes support of direction Brian Foisy is taking.

Advisory/Other Reports

Faculty Senate Rep – Andrew Brewick

Direct response to Faculty Senate Questions – up all salaries in 10 years up to market value. UI currently at 80%. \$17.1 Million short, closer to \$20 million moving forward.

Increase enrollment – heartened to learn that this is still a #1 priority by our leadership.

College of Education PhD approved. Not able to use the staff benefit for this degree. It is a completely self-funded program.

Provost gave an update on the strategic plan, needs to be in front of the board in April so is lead by the provost. The website is to be up later this week.

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Focus for the Future not well received by State Board. We need to have sound information in order to make informed decisions. More transparency – program prioritization. We will no longer use Focus for the Future terminology.

Fringe rates –

- 39.2 % for staff
- 31.6% for faculty
- 2.5% for students

Growing pains – 4th group, no benefits eligible. Effective in 2 years – July 2017

Question: \$20 million short, is that in today's \$? \$17 million short is in today's \$ ~5% of overall budget. It is a big number. Competing priorities. Need for increasing pay for TA.RAs. So how do we accomplish this? What do we have to put on hold? This is just a ball park number to give people a sense of the problem. The state of Idaho has the lowest per capita in the nation, which will affect funding from the state to increase salaries. The growth Idaho initiative – is it worth it? We need to do something to increase worth of living in Idaho.

Finance & Administration - Brian Foisy

Had the State Education Audit meeting yesterday. Lessons learned – retirement concerns, but preferred solution would be to grandfather current employees in. CFO of State Board is working on legislation – they are moving on this at the state level. To change Idaho Code and legislation. More to come, but was a very positive conversation.

Professional Development – Elissa Keim

Majority of the training modules will be available prior to Thanksgiving break so will be moving ahead with communication to all staff. Things are lining up and are moving quicker than expected. Affirmative action – just had a meeting today to inform.

Would be great to go out in the Staff Newsletter. It would also be helpful if we can carry the message forward that this was a request from staff – not dictated by the Administration.

Strategic planning committee – met last Friday. Aggressive timeline. Will have ample opportunity for public comment through town hall meetings. Please participate. Please contact Elissa if you have ideas you want to discuss. The committee is starting from scratch, so this is your chance to participate.

Human Resources – Greg Walters

Nothing to report

Subcommittees

Policy Committee – Lisa Miller

Nothing to report

Strategic Plan Goal 2: Staff Empowerment – Chad Neilson

Survey is to go out this week to all staff.

Strategic Plan Goal 3: Advocate for investments in people

Nothing to report

Awards – Summer Howard

Committee met with Kevin Ketchie – concerns. The recommendation is to not hold both staff and faculty celebration at the same time. Maybe concurrently – (Staff AM, Faculty PM).

Retirement/longevity 0 lack of support from HR

Faculty celebration already has 300 participants and tickets are \$20.00. Does not foresee a lot of staff participation from staff, but hope to do both in the same day.

Question: Compensation so participants do not have to pay (currently done for faculty participants who are receiving an award)? We do not have the funds to do that, but it is assumed that staff would be treated the same.

Greg Fizzell – wanted the UI Community to celebrate this event – hoping to achieve this by bringing both groups together.

The faculty awards reception – reaches a smaller group, by combining both it will definitely change the tone.

The retirement/longevity piece handled by Greg Fizzell and Lisa Miller. The campus community does not understand that Staff Council does not manage this piece. Planning will start in January. We had maximum attendance last year, however, the longevity piece was not successful.

Strong feelings? Big changes are proposed. Culture of the two events are very different. Staff already feel inferior to faculty and we may send the wrong message by combining the two.

Staff making staff feeling exceptional is important. We want the president to be there. Kevin, full participation and level of effort? He said, he would help with anything we need him to do. He will help facilitate the program, food, and make it a presidential event.

HR to do the calculations for longevity - that point came across nice and clear. General consensus is to move forward with Kevin with it being a separate event. Greg Fizzell will send out an email survey style

New Business

Healthy Holiday Challenge – Darren Kearney

10% of people are veterans.

Meeting adjourned at 11:10 AM