

Staff Council Meeting Summary

Date: September 13, 2018

Location: 267 University Hall

Time: 9:00-11:00am

In attendance: Lindsay Wight, Jennifer Attenweiler, Adam Horseman, Maureen Barry, Shari Mickey-Boggs, Amanda Spencer, Dawn Banker, Suzanne Semones, Ron Applegate, Carly Porter, Connie Bajek

Guest Speaker

- a. Dr. Susan Edwards, Provost & Executive Vice President for Academic Affairs
 - a. First year priority is enrollment
 - i. Hired Paul Carney in Enrollment Management – expert in strategy and data.
 - 1. Help to develop enrollment plan so that when we hire a permanent person, the plan is already in place and going
 - ii. Partnerships with community colleges
 - iii. Spring enrollment – need to look closer at who we graduate and how we replace them
 - 1. International student enrollment - Huge variable in a base budget, need to not include it because cannot predict international politics and conflict.
 - 2. Need international enrollment to be a bonus and less of something we count on every year
 - iv. Diving into the data of students we are losing and checking against the clearing house to see if they went elsewhere or if we should be recruiting them to come back
 - b. How can staff help moving forward – Attitude shifts

Old Business

- a. Winter Leave policy Update
 - a. Preliminary discussion at last leadership team meeting
- b. Fiscal watch status
 - a. 10 million surplus – should be enough to keep off fiscal watch but likely to know with more certainty in late October
- c. FMLA Policy
 - a. Still editing, but adding definitions as suggested at prior meeting; working with OEI to include ADA language
 - b. Looking at outsourcing some of those functions – hybrid model where FMLA would be outsourced and other services on leave issues, such as disability leave would be managed by other HR team members
 - i. Outsourcing being explored in hopes of better overall compliance and faster service as well as resource allocation – have not done an RFP, only in preliminary exploration phase

New Business

- a. Total Compensation Study
 - a. Comparable companies and industries used for the study
 - i. Market pricing methodology handout
 - ii. Data presented in 2017, aged data up through July
- b. Separation process policy – to discuss next meeting
- c. Healthcare Advisory group
 - a. included staff reps – classified and unclassified – made recommendations for changes to Walt Branson and leadership

Additional Topics Discussed – Staff Council Only

- a. RFP Medical Provider Working Group

The Next Staff Council meeting will take place Thursday, October 11, 2018 from 9 a.m. to 11 a.m. in 267 University Hall. The Lake (LSAC) contact is Chris Blaine x8331