

MEETING MINUTES

Wednesday, November 8, 2017. 9:00 to 11:00 a.m.

Paul Joyce Faculty & Staff Lounge

Off-Site Connection: ZOOM

- I. Call to Order.....Howard
- II. Staff Member of the Month.....Patty Cady.....Butterfield

Patty helps everyone in the office with English composition and grammar. She works hard and intelligently to streamline office procedures, verify proctors, answer email, and process student exams. Thank you Patty for all you do. Sherrie Metlen, Independent Study of Idaho
- III. Roll Call – Determination of Quorum.....quorum established.....McGarry
- IV. Guest Presentations –
 1. President Staben - Upcoming state of University Friday afternoon
 - a. Changes in Advising/Recruiting /Retention: All of us need to be on the same page on where resources come from – reallocation is more difficult way to create growth, but it is not sustainable. Tuition is more important way to do this. This change will focus as a team – celebrating successes, record fundraising year, the enrollment increase. Why what we do matters, make clear to everyone what we need to do – build enrollment. Timeline is unsure.
 - b. Go on initiative: 6% last year increase, but they were Idaho undergrad freshmen. This year shows a slight decline. Dual credit students are those that would have already come to college. They will still complete degrees. What we need to do us get other students that might not have come to college. Will continue a lot of initiatives like Direct admit, and Apply Idaho. Retention rate is increasing.
 - c. First generation hostility toward higher ed. Is there any thought at approaching that attitude? We are doing things as a university. In Jerome, there is the pioneer parent academy. When we ask students in High School about their intent to attend college – 86% say they are going, but only 46% go. We need to address that in a number of ways. HS guidance counselors don't work in summer, when those students are making those decisions. We also have a robust min. wage economy in Idaho. College costs become a concern. The perception is that student debt is so terrible. Clearwater paper has program to offer jobs to children of employees. We have got to change the whole dialogue. College is the gateway for most people for the future. What if we eliminate summer? Why start school in August? Why not start in summer, give students a break on tuition and free rent. We are competing with getting a job. Could we also offer a job? Better get out the word that we are hiring? Contact student life? Cher Hendricks? VIP transform project.
 - d. Navatas partnership? Is it helping? International students can come prepared or do some preparation. This year it started late, but doubled number of students in international students. We do operate in a global world. Idaho student pay only about \$4 K /student. International students pay about \$23K. We need to express why students should come to Idaho. China is our largest sender, it is why we need Mandarin and Spanish on the website. Navatas website is better.
 - e. Darren – There is growth in online education– what are we doing to strengthen on campus experience? All growth in higher education has been online. It is actually pretty good – online comes out ahead. But face to face is a richer experience. Starfish will help track problems that students will face. Faculty in the classroom are also important. Students are far more interested and excited about Starfish than faculty are.
 - f. Arena update. We received a more accurate and higher estimate. We will need to raise \$45 M. We still need a naming donor. How to pursue a donor? Start with rich people – alumni, industries, Pres. Staben spends significant amount of time doing fundraising.
 2. Rebecca Couch – Director, Parking and Transportation Services
 - a. Leadership for over a year and working on long term goals and adapt to expected growth & T is self-funded, not centrally funded, except for the access shuttle.
 - b. Where do we put resources? Two issues: 1) maintaining current parking lots – 40 acres to maintain. Some lots built in 80s and 90s that need significant rebuilds. Others need simple maintenance. We are getting professional analysis to prioritize this. There is a high cost, the red lot needed complete \$142K rebuild. Gravel hole in red lot by Kibbie Dome needs repaired. All the gravel lots need upgraded. Gold lot by Student Health has a \$350K estimate. We are looking for ways to reduce vehicle trips across walkway – street realignment? Would also bring transit to drop off to the core. 2) Expansion, we have more cars now than in

the past even without higher enrollment. We have some issues already and need campus input. We can address some issues with price, but that is not the best way. We can change the policies to distribute permits and eligibility. Other campuses do other things. We can create distant lots for use as park and ride stations. ASUI now has a parking taskforce. Not a lot of options without cars. We want to create more of a culture of “no car no problem”.

- c. Question: Parking is bad by Nicholls, can you move gold – to red – to purple – and loss to construction? Possibly. Good input.
- d. Vans for commuters, like the current ones with the city partnership? Can we recoup some of those \$? Explored ridesharing w/ Zimride? Zipcar?
- e. Do you have plans to build garages? It is cost prohibitive to build and maintain, that is why we are promoting other options like getting public transit more into the core of campus.
- f. What about outside (of campus) parking and shuttle transit?
- g. What about covered bike parking? Is being considered. The current design is terrible. Doesn't keep anything of bikes, and slopes to hardscape that makes it really icy. Free bicycle registration is offered through P & T.
- h. Reverse Idaho and university Aves? To reduce traffic on walkways. Make a drop off in center of campus. Higher steeper way to climb. Public transit, coordination to improve walking on campus. Even a walking map – maybe of steam tunnels. Rayburn loop for drop off/pickup area? Create covered bus stop? Possibly.
- i. Complaint about of electric vehicle parking spots. It was required for lead certification for the Education building. A few do use. Will consider removing if use not high enough.
- j. Frustration about stairways not being bicycle friendly. European system has a groove next to stairs for bikes. Rayburn loop?
- k. Speed tables? Pillars are unsafe? Cannot see around them. Plants even hinder more. Shrubs hinder some areas around parking lots, especially at the recreation center. It is being addressed.
- l. Rebar pulled bumper off in the student health lot. There need to be length restrictions.

V. Introduction of newest Staff Council members: Travis Gray, Mike Spellmire, Elizabeth Buescher

VI. Executive Committee Reports

- a. Off-Campus.....None.....Wells
- b. Communications.....bulk email has been frozen.....Hoffmann
- c. Treasurer.....NoneFreitag
- d. Secretary.....None.....McGarry
- e. Technology.....Duo - don't wait until deadline to sign up. The phishing trials conducted show that it requires continual education, so ITS decided to institute a dual login system to insure no one can log in from phished information. There are multiple ways to access it, you don't need a cell phone. Can use a fob, or can call a land line. You can also get codes in advance..... Kearney
- f. Vice Chair.....Cascading plans – developing strategic plan to answer problems found in great colleges to work for survey. They want feedback to improve staff feeling of respect and appreciation. The university is already addressing compensation, but still need to address other issues. Please send to Patricia ideas in a few areas: 1) onboarding process/ orientation is lacking and 2) fairness and performance evaluation process. 3) Leadership development. We also need to find 2 more areas. The staff show no confidence in senior leadership with a low staff/faculty relationship. There is also a difference between exempt and non-exempt. For some, access to computer to keep current is a problem. Elections; one candidate needs more information. Need a ballot for the student conduct board. The Register is good way to advertise. Need to forward requests to be on the committees to Erica.Baker
- g. Chair.....Policy committee. Discussion around makeup of joint policy committee. Should the Faculty Secretary vote (meaning that there would be 4 Faculty to only 3 Staff? Only as a tie breaker? Active shooter response training reminder (December 6).....Howard

VII. Advisory/Other Reports

- a. FacultySenators.....Tibbals/Mahoney
- b. HumanResources.....The update is that we are busy doing what we are doing. We have been fine-tuning, getting more accurate information. Will send out spreadsheets with updates. Departments will have opportunity to increase the mid-cycle raise, but must do it equally and must have the funds to do so. The raise will take place Dec. 31 and show up on

the Jan 26 paycheck. When will employees see information? As early as Friday for VPs, it is up to them whether they share. The formal announcement will not come until mid-December.Matthews
c. Finance & Administration.....Foisy
d. Professional Development & Learning.....Keim

VIII. Subcommittee/UI Committee Reports

- a. Staff Awards & recognition.....Leibbrandt
- b. Elections.....Crossland
- c. Policy.....Baker
- d. Communication.....Hoffmann
- e. Strategic Plan.....Soelberg

IX. Old Business

- a. Need two volunteers for Holiday planning party – did not get to this item

X. New Business

- a. Policy on providing meals as prizes for University Staff members – did not get to this item

XI. Good of the Order

- a. Active Shooter Response Training – December 6, 1:30-3:00 pm
- b. President’s State of the University Address – November 10 2:30 in International Ballroom

XII. Adjournment: 11:03