

Staff Council Minutes

November 13, 2019 9:00 a.m.

1. Call to Order - Chad
2. Attendance - Diane – quorum established
3. Approval of Minutes - Chad - vote approved unanimous
4. Staff Member of the Month - Tami
 - a. Vern Dorendorf – attended
5. Current Business - Chad
 - a. APM 20.25 follow up - Chad –Feedback to Chad was forwarded on.
 - b. Bookstore vendor presentations report [10 mins] - Mindy and Darren - Starbucks stays regardless – separate contract
 - a. Texas book co for just books only - the rest would be UI owned – one employee would lose a job. 1 full time employee.
 - b. Follett, better on paper, not as personal –bookstore advisory committee, change how textbooks are listed, specified that no one would be able to tell that Follett is running. Keep all employees 95% retention – vested, invest in appearance. Price match and education program – price matching. Vandal Family – keep current understandings – ran out of time for questions. Also sell Apple products.
 - c. Barnes and Noble – better in person, more personable – keep all staff – vested and experience match at same wage, one stop shop idea, what about Boise? They will keep. Also do price match with exclusions, invest in appearance, better online presence. Brought person from Pullman – they thought it would be a good fit. Darren thought they had the edge. Will also have Apple.
 - c. Communication plan next steps [5 mins] - Chad – start to operationalize
 - a. General intake form – will create to put on Staff Council page – comments will be brought to SC
 - b. Talking points instead of newsletter – Diane to synthesize meeting minutes and send to Bob, what else should be on those talking points? (potlucks go to social media)
 - d. Sponsoring staff member of the month - Cari – placing in parking lot
 - e. Budget Taskforce – Chad – Power point attachment – Resource allocation committees – actual decision making process is a little uncertain
 - a. Provost area. Framework to get faculty and staff voice.
 - a. Policy review – what can we do? – as just Monday
 - b. Tools ranking – get more ideas appropriate , preferred, moderately preferred or not preferred - 4 faculty and 4 staff
 - c. IPEC program prioritization. – forwarded to Provost – may be a slower process. Presentations and then plan sent to the president.
6. Presentation - President Scott Green appreciates the work surrounding the TLC/ISUB closure and how seamless the transitions have been.
 - a. Have financial challenge to get over the next few months – coming on the other side we will be stronger – it will be painful. Looking for everyone’s help. VPs and deans have provided feedback and will implement the changes. \$22 M should solve our problem, but there is a possible 1% holdback from the state this year. Need to remain positive –

we still provide the best education in the state. Let's not let this define us. Can be all consuming, but we can do it.

b. Questions:

1. Bob – When we changed football leagues – we were told that we can't compete at the higher levels. What about R1 status, can we reach it? SG: We already to enough \$ in research to be R1, but we don't put out enough PhDs – cut them in half over last 5 years. We need 35 more, but needs investment. Monetize nonproductive assets. It is possible, but should we? Our graduates participate in undergraduate research and so they have experience. If we don't invest in research, we lose that valuable. We do need to raise the \$. If we can't then we need to re-think.
2. Grad TAs, dept. is being asked to reduce – We have many hold-backs – VPs and deans need to figure out very shortly. Is there a plan for administration to be cut more? SG asks which one would we lose? Cher Hendricks? Brian Foisey? Doesn't the upper administration take a hit? SG says yes. Not transparent. His point is that we all have areas to give. Set up an endowment to support TAs – they would be subsidized.
3. Amber: vision of date when they hear of position being cut – December 15 – notification date for renewal. VPs should know and deans know. Different faculty, tenured, and staff dates. Plans to president by Jan 1. Working hard on voluntary separation or retirement. It will be incremental. Furloughs? Winter incurs more expenses – should we anticipate winter break furlough? SG prefers that it be voluntary. Leadership is pushing for mandatory.
4. Online: Wants us to be forward thinking, but historical understanding is important. SG: Don't want to point fingers at past, but need to deal with it. We need to make the changes. We have opportunity to change our future. State Board will not make the same kind of changes
5. SG: football change has cost U of I about \$2M
6. James?: Outsourcing, can you elaborate, how does the process? Can this be more transparent? SG: All open to other steps and other options. That may mean more lay-offs. Will make the best decision for the University. Staff may actually be better with sub-contractors. Facilities, Rec Center, Admin Ops, Aux services, Bookstore (Housing – has not looked at golf course. James: what about centralizing? SG: have not looked at. As far as centralizing services, have looked at IT, Development, and Marketing.
7. Bob: Some areas being looked at for outsourcing are large and diverse. Have you looked at that areas to centralize? SG: Has not looked at.
8. Target market rates are now lower than they were. Are those numbers to be used for pay cuts? SG: if State cuts the U of I, we may also pass that on to staff and faculty. That doesn't fix long term issues. Hoping that doesn't happen.
9. Brian Mahoney: Assoc dir for Rec Center. Putting in Arg was a mistake. The only portion of the student rec center that would be involved in outsourcing. The whole rec center would not be involved or just custodial crew. SG: not sure, you are probably right. He thinks it is probably true.
10. Darren: Cuts are painful, other side is can we increase revenue. What is being done to increase? SG: Enrollment is best way. And will get harder with upcoming demographics. There is a lot we can do to better tell our story. We are doing better, but have room to go. Hope it gets better next year. We are

investing in marketing. He is raising money in the private sector. Foundation has helped with digital ads - also investments in web support (if people search for U of I – will often get another ad)

11. Mindy: Is there a reason we don't do trade schools? SG: We aren't allowed. Not in our charter. We might be able to have two year degrees. (two year institutions can't do four year or grad degrees). State Board of Education does that. They also control what we can offer in the Treasure Valley. Only we can do Law, MD, Ag, and Architecture in the State.
 12. Michelle; Are we looking at online degrees and courses? SG: Will form a working group. We need to go where students are to fulfil our land grant operation. P3 money? Probably can't afford to do that now?
 13. Chad: Reduce the workforce? Hard to do job with less. What are we doing to make sure that we aren't being overburdened? SG: That is why we are asking the areas to make the cuts. He wants managers and department heads to take these things into consideration. Everyone took a hit the first go around. And that was probably a mistake, it won't happen the second time around. Strategic enrollment, and development won't be hit this time.
7. Committee Reports
 - a. Elections ballot out today – Sam
 - b. President's Financial Model Work Group - Cari - first meeting started with history. Second meeting was looking at financial models for next 5 years. Current work for current problem is first, this is a long-term strategic plan. Final recommendation to president in January. Summer: how can we make 5 year plan, when we don't know what is happening in the next 5 minutes? C: they are looking at high level plan -
 - c. HR – Wes: No UI wide hiring freeze being planned
 8. Parking Lot Topics - Chad more communication next steps
 9. Good of the Order - Chad
 - a. Employee training update – Elissa - Heads up moving forward with plan for required training - will have a year to complete. Supervisory excellence program waiting list. – trying to accommodate. Brown-bags to start after Thanksgiving breaks – managing change? Listening? Video with discussion. If popular will continue after new year.
 - b. Healthy holiday challenge –
 - c. Summer – food for fines for parking – details forthcoming
 10. Close - Chad 11:00 a.m.