

**Leadership Council Minutes  
February 25, 2015**

Present: Chancellor Andrew Leavitt, Jamie Ceman, Susan Cramer, Lane Earns, Lisa Goetsch, Tom Grogan, Karen Heikel, John Koker, Karl Loewenstein, Ameerah McBride, Anne Milkovich, Kay Neal, Leslie Neal-Boyan, Reggie Parson, Art Rathjen, Jill Reichenberger, Petra Roter, Jordan Schettle, Tom Sonnlitner, Lisa Szromba, William Tallon, Carleen Vande Zande, Mike Watkins, Lori Worm, Frederick Yeo

Absent: Sharon Kipetz

Guests: Jill Endries, Suzanne Marnocha

I. Call to order

Chancellor Leavitt called the meeting to order at 2:32 p.m. It was noted that the meeting location was temporary since it is not large enough to accommodate everyone. A new location will be found (possibly the Wisconsin Room).

Provost Earns welcomed our new CON Dean Leslie Neal-Boyan, and introductions were made by all council members.

II. Update on Budget Work –

Updates included:

- A breakdown of the spreadsheet being used for the budget
- Hope that the cuts have as little effect as possible on the students. They will most likely feel the cut through class offerings and sizes
- The outlook for the budget cuts and projections for the next 5-6 years
- An approach to layoffs done through attrition and retirements if possible
- Costs to continue
- Possibility of no tuition increase after the 2-year freeze
- Fund balance use and plans
- Enrollment

This last bullet point led into a discussion with guest, Jill Endries, Director of Admissions. A proposal that would offer 4-year talent scholarships to out-of-state students resulting in an equivalent in-state tuition rate was presented. Jill gave a detailed background of current practices and spoke to the proposal that is being considered, then answered questions.

III. Administrative Staff Meetings Proposal

Discussion included the selection of members for this established and ongoing meeting schedule. There was talk about it's role, how frequently it would meet, and what its charge would be. The Chancellor will draft a document for further discussion.

IV. Strategic Planning

Provost Earns gave an update on formation of the new Strategic Planning Team that is currently being put together and possible workload that they will be undertaking.

V. Discussion Item -

Potential Study of the 'relative age' of all categories of our employees to help get some sort of a working estimate of the potential retirement departures over the next several years. If we knew the rough numbers - and typical present earnings - this might tell us something that we don't presently know about the nature/character of the opportunities/challenges embedded within the current workforce.

Discussion included gathering necessary data for consideration, and what each year's possibilities could mean for the upcoming budget.

VI. Announcements

- A. Chancellor Leavitt noted that submissions of ideas to help with the budget are coming in nicely, and certain ideas may be coming up on future agendas, of which we will invite the person to attend our meeting to speak to their suggestion(s).
- B. Higher Learning Commission Update - Carleen Vande Zande gave an update on the progress campus is making in preparation for our next campus wide HLC visit in April of 2017. She expressed gratitude to colleges working on the steering committee as well as various sub committees and touched on what to expect for a timeline. It was also noted that the whole process is being done electronically for record keeping purposes.
- C. Dean William Tallon noted that the College of Business is having accreditation March 29-31.
- D. Karen Heikel informed the council that the online Fire and Emergency Response Management (FERM) Bachelor's program just received accreditation, making it the first online Bachelor's degree for this program in the country.

VII. Next meeting – Wednesday, March 11, 2015, Reeve 306.

VIII. Adjourned at 4:30.

Respectfully submitted,  
April Dutschek