

**Leadership Council**  
**August 2, 2017**

Present: Elizabeth Alderton, Courtney Bauder, Barbara Beuscher, Sylvia Carey-Butler, Laurence Carlin, Jamie Ceman, Carmen Faymonville, Cheryl Green, Charlie Hill, Ricky Johnson, John Koker, Jean Kwaterski, Brandon Miller, Karl Loewenstein, *Shaniqua Crawford for Ameerah* McBride, Colleen McDermott, Kate McQuillan, Anne Milkovich, Elizabeth Morrell, Art Munin, Alexander Novak, *Jakob Iverson for* Barbara Rau, JoAnn Rife, Darryl Sims, *Shawna Kuether for* Laurie Textor, Judith Westphal, Lori Worm

Absent: Chancellor Andrew Leavitt, Stephen Bentivenga, Maria Berge, James Fletcher, Elizabeth Hartman, Chuck Hermes, Sue Jaeke, Robert Roberts, Greg Wypiszynski

Guests: Shaniqua Crawford, Shawna Kuether, Jakob Iverson

- I. Call to order: Provost Koker called the meeting to order at 2:01 p.m. Provost Koker welcomed Shaniqua Crawford to today's meeting, as a new hire to campus this past spring, in the office of Equal Opportunity & Access. She gave an introduction and noted that guests to their office are always welcome, especially with their new relocation to the third floor of Dempsey.

Dr. Sylvia Carey-Butler was welcomed back from her fellowship! She noted that she will be presenting the Chancellor and Provost with a report of the research she completed.

- II. Title and Total Compensation Update – Shawna Kuether distributed the committee makeup, and then gave a brief overview of the study, noting what the five phases will entail. The larger evaluation and review will focus on the basic levels, functions, and job framework, with the hopes that this will help with the lack of progression understanding. Then she asked everyone to consider the time of sharing feedback, per the email that was sent out to all of campus just this week, asking key stakeholders to be sure they share any input they think would find helpful. She reiterated what Laurie has also said, that this is not a salary equity process, this is a titling restructure and associated pay range project.
- III. Items from the floor
  1. Provost Koker opened the floor for a discussion of how Leadership Council functions and its purpose and structure. Items shared included:
    - Clear understanding of the usefulness of all the major areas knowing what each other are doing and/or asking for input on;
    - Making sure new budget processes and major items are shared and then disseminated to each other's respective areas;
    - Concerns over the size of the council;
    - Reporting vs action items;
    - The aspect of having shared governance present and their major happenings reported;
    - Should it be more administratively run and not so much reporting?

IV. Announcements –

1. Carmen Faymonville noted that the New Employee Orientation will be on Tuesday, August 29<sup>th</sup> and invitations have been sent out. She did ask everyone, however, to be sure no one is left out that may benefit from the information.
2. Provost Koker reported that the next Leadership Council meeting held on August 16<sup>th</sup>, will be a workshop from EAB. This will be the only agenda item.
3. Lori Worm reported that the Budget Committee recently met and during this key transition time decided they will be meeting meet with the Provost and James Fletcher soon to be sure the next steps are clear.

V. Next Meeting – Wednesday, August 16, 2017 in Reeve 306

VI. Meeting adjourned by Povost Koker at 2:30 pm.

Respectfully Submitted  
April Dutschek