

Leadership Council Minutes
July 1, 2015

Present: Chancellor Andrew Leavitt, Courtney Bauder, Sylvia Carey-Butler, Jamie Ceman, Susan Cramer, Lisa Goetsch, Tom Grogan, Marci Hoffman, John Koker, Karl Loewenstein, Lisa Szromba for Rich Marshall, Ameerah McBride, Anne Milkovich, Leslie Neal-Boyan, Reggie Parson, Art Rathjen, Petra Roter, Tom Sonneleitner, William Tallon, Laurie Textor, Jennifer Watson, Lori Worm, Frederick Yeo

Absent: Lane Earns, Charlie Hill, Sharon Kipetz, Kay Neal, Jordan Schettle, Darryl Sims, Carleen Vande Zande,

Guests:

I. Call to Order

Chancellor Leavitt called the meeting to order at 2:03 p.m.

II. Options for Opening Day and Fall Fest – Jamie Ceman - With a new Chancellor and transition, this seems like an opportune time to update the program and agenda. The schedule is being set to have the morning more for university business meetings, announcements, etc. followed with the afternoon holding a separate time for the awards program, hoping that the separation brings more emphasis and recognition for the awards.

Other discussion topics included:

- Elimination of the walk/run that day, possibly moving it to another event
- Working on a more broad campus invitation, as some expressed they didn't feel invited
- Fall Fest and Homecoming schedules and a potential Parents Weekend

III. Strategic Planning – Sylvia Carey-Butler

- The committee has with the consultant to review drafts, and feedback for the mission, vision, and priorities
- Chancellor, Provost, and a consultant met to review draft language and priorities as well
- Mission and Visions teams will be meeting soon
- Web page is being updated for transparency with campus and external groups
- The steering committee members will be tasked with putting together lists of data related to priorities

IV. Developing an agenda for the Year of Workplace Joy – Chancellor Leavitt

Chancellor noted the concerns with moral that he had been hearing of across campus. He noted the importance of the salary equity adjustments that will be taking place, and then asked members to come up with some ideas that will help staff find their joy and reframe interactions within our institution. Discussion ideas included:

- Survey to all staff on items such as; Motivation, needs, better way to be heard, access to administration, focus groups

Other items:

- Continued Chancellor breakfast meetings
- Updating the evaluation process
- Professional Development tools
- Social Activities
- Chances to work in areas outside their role
- One day a week/10% time from normal duties
- Fellowships
- Office decompression time and interaction with colleagues

- V. USC Compensation Policy – Laurie Textor
Laurie distributed an updated version addressing concerns that had been addressed. A discussion was held about reassuring university staff of the importance of working toward equity and retention, as well as including needed administration, not just governance groups, when changes are made. University Staff work in all areas of campus, and all administrations offices need to be made aware of decisions impacting those employees.
- VI. Additional Items
- a. Chancellors Study Groups - Updates:
- (1) Budget – Lori Worm – Their listening sessions will be finished by the end of July, with a report submitted to the Chancellor by August 31st.
- (1.5) Budget implementation team: Ryan Haley will be chairing the implementation team for this study group. Once governance groups reconvene in the fall committee appointments will be made.
- (2) Marketing – Jamie Ceman announced that the link to the whitepaper had just gone out to campus this week.
- (3) IT – Anne Milkovich – Their committee report was submitted yesterday, forums are already complete. The small groups that met with Reeve, the Library, etc. to collect feedback/data was incorporated into the report.
- b. CMC – Anne Milkovich – The new CMS is up and running. The tools needed to serve all are needs are available, and with a learning curve their office will be working on getting everyone on board in the future.
- c. Petra Roter announced that the new AVC for Enrollment Management, Brandon Miller begins on July 27th
- d. Laurie Textor announced that current retirement agreements are at 42, and by mid August final numbers should be available.
- e. Tom Sonnleitner – Fleet vehicles – Tom answered some pending questions from the last meeting related to costs, age allowed to drive, and contracts needed for departments. He plans to meet with governance groups in the fall to be sure they are aware of upcoming changes.
- f. Tom Grogan –Budget – The Joint Finance committee meets this week to consider the budget as well as CAPP.
- g. Chancellor Leavitt – Summer at UWO: The Chancellor noted a concern over such a quiet campus sometimes here this summer. Discussion led to potential ways to utilize our campus more efficiently including: possible incentive goals to keep students here for summer school, and more professional development opportunities.
- VII. Announcements - None
- VIII. Next meeting – Wednesday, July 15, 2015
- IX. Adjourned at 3:56 pm

Respectfully submitted, April Dutschek