

## PASC Business Meeting Agenda

Campus Commons 2200

October 16, 2019 | 10:30 am to noon

1. Call to Order
2. Approval of September 18 minutes
3. Approval of the Agenda
4. Additional Agenda Items
  - A. Oct 14<sup>th</sup> Town Hall: What is happening next?
    - Five PLC groups getting back together to write vision statements from feedback gathered at the town hall and survey to campus
    - Some of the things discussed seemed redundant from task forces, but haven't been implemented or currently being tracked
    - Concerns: Academic excellence and programmatic aspect; Would like some direction
    - Disconnect between the task forces and SESS – What is the role of task forces now?
5. Committee Reports
  - A. Communication and Outreach: **Crews**
  - B. Engagement and Advocacy: **Bradford**
  - C. Fundraising and Events: **Hoffman**
    - [Chili and Mac cook-off](#): Let your departments know – Can sign-up to compete using SignUp Genius for \$10, or come to be a taste-tester (and pay \$5)
    - [Spooktacular](#)
  - D. Grants and Scholarships: **Miller**
6. 11:00 am to 11:30 – President Andy Feinstein
  - A. Upcoming Events/Current Endeavors:
    - **Homecoming**: BSU coming over to Feinstein's house, 1969 reunion group coming over; Homecoming week [events](#) – Bonfire/Fireworks on Friday, Crowded day expected on Saturday
    - **Staff Outreach**: Have met with HVAC and Facility staff recently, great
    - **Town Hall**: Thank you for participating at the Town Hall – Around 200 people there
      - **Student Success**: Still looking at task force documents; appreciate all the work people put in (Interim provost went rogue, so task forces concluded when Theo left – They were not intended to be long-term, but the efforts and data is valuable and is still accessible/referenced in the work we are doing now); Now we're moving forward with SESS and the planning exercises (over 1,000 responses thus far)→18 month process in implementing in the campus
      - **Organizational Design**: Reorganizing and restructuring our campus organizational structure
        - a. Work has been delegated to VPs to oversee what hiring is necessary
        - b. Addressing reporting structures and complexity of reporting
        - c. Centralizing hiring and other HR processing
      - **Vision Planning**: Deadline of mid-November for BOT meeting
  - B. Addressing Concerns
    - There are things we need to do now and things we need to do in the future
    - Spend some time on our planning [website](#) and [draft](#) of strategic plan/10-year vision
    - **Themes**

- **Mental Health:** Counseling Center has a three-month waiting list, **Food Insecurity, Housing**
- **Hiring**
  - Vacancies: Planning to hire 7 new faculty, but it's just a dent in the 40 vacancies
  - Huron Report regarding role efficiencies and reporting structure
    - a. No foreseeing wholesale layoffs; 1) however, as natural attrition occurs, looking intentionally at vacant positions and acknowledging if that position still contributes to our vision as an institution and 2) Supervision re-allocating roles if singular reporting structure or duplication of responsibilities
    - b. There are no fast fixes; Change is gradual and movement is simply pivoting
- **Enrollment:** We are down 5%
- **Resources:** Allocation is restricted due to low enrollment, we far outspend our "competitors" in Student Services; Need to reprioritize and be more strategic in resource allocation; We are not going to deficit spend after July 1 and I am holding to that
  - How can we be more introspective and decide what we are going to focus on as a campus (and that includes what we are letting go of to move forward)
  - State funding is at a deficit (We average \$4300/student and mean is \$7800/student)
    - a. Governor using efficiency language; Looking to a 2% increase in financial support (which is negligible)
- **Opportunities:** Shared vision will be more wide-spread with hiring new people, particularly in the Academic Dean roles
- **Programming:** Prioritization recovery (we can quantify the value of an academic program with a number variables: Enrollment trends, potential employment growth, etc) – This gets ugly really fast and can do
  - Leave the structures in the hands of the faculty where they feel empowered to make decisions about their resources or they never have ownership in these processes – Decentralize funding to the colleges and you figure out faculty load, staff support, academic programs and I'm going to let it rollover
    - a. Currently, the currency is positions, so they are fighting for every position. Therefore, it is hard for them to be creative and innovative in their efforts
  - Will the decentralization of budgets happen across the university?
    - a. Induced courseload demand model – Sophisticated technology to know how much it costs to deliver instruction to each student – Then you can distribute that money upfront because you know what is required
    - b. Will see the biggest impact on academic colleges, but foresee the decentralization of budgets to be a universal change
    - c. President Feinstein will look into how fees are distributed for student fee-funded programs – It should be public to everyone
      - i. To fund UC renovation, the university will likely need to increase student fees for the renovation to occur anytime soon (Students will be paying for the Campus Commons until 2030)
      - ii. There is a low prospect for capital projects to occur this year; the boiler is on the priority list
        - 1. Other priorities: Frasier, Bishop-Lehr

## 7. Campus Liaison (Summary Reports)

### A. Board of Trustees: *Kelly*

- a. Next meeting is November 14<sup>th</sup> – Plan is to announce actions after the vision work to BOT for approval, budget, etc.

### B. Student Senate: *Mueller*

- a. Business meeting tonight Oct 16 at 5:30pm (Last meeting was focused on filling vacancies (3), setting up committees, and how UNC Student Senate could support regional Student Senates such as CSU)
    - i. Is anyone able to attend in Pepper's place?
  - b. Chamber of Commerce event Oct 16 5:30-8:30pm in Campus Commons
- C. Campus Recreation Advisory Board: **Kelly**
  - a. Meeting scheduled for 11/22
- D. CSC: **Mathes/Burton**
  - a. Dr. Feinstein attended last CSC meeting, and a lot of our questions mirror PASC questions
  - b. Logistics are finalized for Spooktacular
- E. Faculty Senate/Salary Equity: **Heise**
  - a. Salary Equity: Everyone should have an update in their email; HR is working on loan policy, salary equity, and banding concerns – We will have a chance to vote on it at a later time, so make sure to read thoroughly
    - i. Representation is on a term basis
    - ii. Loan policy: Optional retirement plans (ORP); at UNC, we have not had a policy for employees to take loans out on their own retirement plan (this is an anomaly); Social security does not work this same way
      - 1. HR knows we need a policy; Start with boiler plate language with institution-specific language then put some boundaries on it (draft sent by Cathy)
      - 2. Policy will allow one at any given amount with caps (minimum \$1,000 | max \$50,000 OR percentage-based) – Employee will be informed prior to moving forward with taking out loans
  - b. Faculty Senate: Faculty is concerned that there is not a lot of learning incorporated in SESS compared to their engagement with task forces; Several academic positions are vacant and not being filled
- F. Information Management and Technology: **Pohja**
- G. Organizational Structure Steering Committee: **Grimes**

## 8. Attendees

- A. **Present:** Morgan Bradford, Yvette Lucero-Nguyen, Melissa Hoffman, Kristina Burton, Kelsey Crane, Brandy Tackett, Kyle Mathes, Tyler Weaver, Whitney Dyer, John Stephens, Cathy Heise, Meagan Miller, Lisa Grimes, Meagan Crews, Shawna Watson, Chad Pohja, Pepper Mueller, Bryson Kelly
- B. **Absent:** Rebecca Thompson, Elizabeth Adams, Stan Trembach

## NOTES/TO-DO:

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