

# University Council Executive Committee

MINUTES

MAY 24, 2022

3:30-4:40 PM

MICROSOFT TEAMS

MEETING CALLED BY	Tonia Ferrell
TYPE OF MEETING	Monthly Meeting
PRESIDER	Tonia Ferrell
NOTE TAKER	Heather Loughney
ATTENDEES	<p><b>Attendees:</b> Jeanette Carson, Ed Evans, Tonia Ferrell, JP Garcher, Marjorie Hartleben, Courtney Johnson-Benson, Kris Kraft, John Wienczek</p> <p><b>Absent with notice:</b></p> <p><b>Absent without notice:</b> Benjamin Swanson</p>
Agenda topics:	
<p>CALL TO ORDER <span style="float: right;">TONIA FERRELL</span></p>	
	<ol style="list-style-type: none"> <li>The chair called the meeting to order. Agenda approved with revisions.</li> <li>The minutes of the April 26, 2022 meeting were approved as distributed.</li> </ol>
Q & A WITH BOT CHAIR GINGO	
	<ul style="list-style-type: none"> <li>Question about campus facilities – status of Martin Center sale, initial sale fell through and there have been issues with break-ins and maintenance. Also future of Quaker Square? Both are costly to maintain.</li> </ul> <p>Gingo – regarding Martin Center – my information is the same as what was stated, those who wanted to buy and turn into small boutique hotel fell through but they are still working on getting another loan. If that doesn’t happen our only option is to see the building and/or the land. Quaker Squire – in negotiations with the City of Akron, those are ongoing and it’s a long discussion when talking with a political unit. I don’t if there are further updates, John or Gary may know Miller – if we can’t sell Martin Center then will have to demolish it. Quaker is more difficult, appraised at 14 Mil and the city won’t pay that. State may not let us sell for that amount so may have to leave on market to see if we can get it. Neither city or university want to shut it up and put a fence around it. No resident hall space in it for Fall 22 but Quaker Station will remain open. Leased spaces will remain open.</p> <ul style="list-style-type: none"> <li>What is the role of the BOT in light of facilities?</li> </ul> <p>Gingo – role of BOT is oversight. I’ve been on private and public boards and UA BOT has more power than most boards I’ve been on. While company CEOs or CFOs make decisions, at UA the president and his team run the organization but the BOT reviews what they are doing and makes sure they are on track but they develop the strategy and they have to execute it. We have a diverse board and</p>

provide support where we feel the university could use support but whatever plan is agreed to by the administration and BOT the administration has to make it work. We also can provide support to things the team might need done because of our connections.

- Moving into fall and back into a lot of in-person activities, what do you think is our biggest challenge to students coming back this fall?

Gingo – enrollment remains our biggest challenge, goal has to be to get them in and keep them. The president and provost are working hard to develop systems to do that. Students are coming from a hybrid environment and not used to stepping back into in-person, we've also been teaching in hybrid format and will have to get accustomed to in-person again.

- Question on CPs and perks and competition.

Gingo – our biggest concern for the BOT is the fiduciary responsibility for the university. It would be nice to give raises to everyone but we have to look at needs and requirements. We're not in a position to add a bunch of people because we don't have sufficient funds for that. A larger student body is the answer to that problem. For now we have to maintain the status quo.

Miller – we are restrained in how we can invest.

Wiencek – 20,000 students would give us the revenue we need. Our new VP for enrollment management is putting together a plan to get us on a good path, there are things we could be doing better.

Gingo – put out a brochure to encourage use of campus; concerts, events, get more programs on campus to market to those folks.

- How do we position ourselves to market to the positions we can fill?

Gingo – from the BOT standpoint, Gary has to run a tight budget, we have about a 4-5 year window where we can do that, after that we have to be self-sustaining.

Wiencek – we've had to increase salaries to get quality people and also add in flexible working situations. Remote working has been an issue with tax expectations and remote work outside of the state gets difficult.

- What role does the BOT play in dealing with the impact on morale of these decisions – while we struggle with staffing shortages and paying staff enough compared to peer institutions while we are hiring upper admins and coaches making large amounts of money. A lot fanfare surrounding these hires, may have a negative impact on those making so little.

Gingo – every position you hire you have to benchmark. For right or wrong, our society will pay a football coach more than they will pay a VP. We have to make sure we're benchmarking with our competitors, we are constrained by the budget but every time the administration comes to the BOT with a hire or a request raise salary the BOT asks why. They have to convince us that his has to be done, and after much discussion we usually agree that it is necessary. A swimming coach is not going to make what a basketball coach makes. That's not a satisfactory answer but truthful.

- anything that you would like to hear about from us today or anything the BOT would like us to focus on in the coming year?

Gingo - we have a money constraint, what perks could we offer to attract people? What would make it attractive to come? BOT is oversight, we don't make the decisions, that is John and Gary. Helpful also to focus on retention, one thing to attract them and get them, but we have to keep them. What can we do

	<p>better in retention. Two areas where I think it would be good to get ideas on how to improve.</p> <ul style="list-style-type: none"> <li>○ Reciprocity</li> <li>○ Training and development for chairs</li> <li>○ Staff development</li> </ul> <p>The chair thanked BOT Chair Gingo for joining the meeting today and for all the BOT is doing.</p>
<p><b>TOPIC SUBMISSIONS</b> <span style="float: right;"><b>TONIA FERRELL</b></span></p>	
	<p>There were no new topic submissions.</p>
<p><b>COMMITTEE REVIEW</b> <span style="float: right;"><b>TONIA FERRELL</b></span></p>	
	<p>Recreation and Wellness – Kris Kraft (chair) and Nick Weber (administrator)</p> <p>Kraft – we like what we do but what we found when we looked at the history of the committee we were called Athletics and Recreation, later became Recreation and Wellness. But our mission statement was part of the bylaws and is not what we do now. We feel we are Campus Wellness, want to serve the campus community. Feel we are campus wellness, deal with social, mental wellness. Want to have that as our new name. That covers what we do. Nick and I wrote a new mission statement, included in our response. Thought this encompasses what we want to do. Want to do everything.</p> <ul style="list-style-type: none"> <li>● It seems that the revised mission statement is looking at the mental and physical support to all campus.</li> </ul> <p>Kraft – Yes, financial, biological, everything fits under campus wellness. Getting people back on the committee who need to be. Mental health first aid is onboard.</p> <ul style="list-style-type: none"> <li>● Mission statement seems huge, should it be narrowed? Is the task really to identify resources for the things that faculty, staff and students need or to provide the actual services?</li> </ul> <p>Kraft – committee would be advisory and help to identify.</p> <p>Discussions will continue on refining the mission statement in Teams.</p> <p>Kraft – we want our committee to have good use of our time, had a great group of people and overall had great attendance. Big thing was RooFit, thanks to Nick for the legwork from his staff for that. How many goals do we need? Discussed this in committee. Most are saying 1-3 goals but we feel like 2 is enough. So much to do in our jobs that too many goals is undoable. Staff and CPAC don't get a lot of release time from their supervisors. Maybe John and Gary could talk to the VPs about that or Deans, let people have that time to do things on campus. Can't have nice things if we don't let people do the nice things. That's what we talked about a lot.</p>
<p><b>UNFINISHED BUSINESS</b> <span style="float: right;"><b>TONIA FERRELL</b></span></p>	
	<ul style="list-style-type: none"> <li>● Guest speakers: <ul style="list-style-type: none"> <li>○ June – Becky Erickson &amp; Wendy Lampner – UPG/Envisioning</li> <li>○ July – BCAS Dean</li> <li>○ August – CEPS Dean</li> <li>○ September – Law Dean</li> <li>○ October – Fedearia Nicholson-Sweval – Williams Honors College</li> <li>○ November – CoB Dean</li> <li>○ December – CHHS Dean and Counseling and Testing Center</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Committee restructuring plan &amp; timeline: <ul style="list-style-type: none"> <li>○ Budget &amp; Finance – no survey received</li> <li>○ Communications – survey received</li> <li>○ Information Technology – survey received</li> <li>○ Institutional Advancement – no survey received</li> <li>○ Physical Environment - survey received</li> <li>○ Student Engagement - survey received</li> <li>○ Talent Development - survey received</li> </ul> </li> </ul>
<b>NEW BUSINESS</b> <span style="float: right;"><b>TONIA FERRELL</b></span>	
	<ul style="list-style-type: none"> <li>• UC agenda for June 14, 2022 approved.</li> <li>• Budget process and HLC – chair spoke with Linda Saliga about budget, did not endorse it last year. We will be endorsing it this year. It will come to the June meeting. Dalls will talk about the new budget year and hope to have materials ahead of the meeting, will be documented in the minutes for HLC.</li> </ul>
<b>GOOD OF THE ORDER</b> <span style="float: right;"><b>TONIA FERRELL</b></span>	
	<ul style="list-style-type: none"> <li>• Nothing for the good of the order.</li> <li>• Meeting adjourned at 4:40 pm</li> </ul>