Present: Erin Brothers, Matt Watson, Jessica Richardson, Nancy Davin, John Laverty, Monica Madura, Hans Hoerschelman, Michael Hesseltine, Marsha Adolph, Brenda Van Dee, President Harreld
Absence: Kevin Ward

Professor Lena Hill, a faculty fellow in the President’s Office, will be joining future meetings. Her role is to be a liaison for faculty and will be shadowing the President amongst other projects. She hails from the English Department and African American Studies.

Impact of the tuition increase
  a. What will be the funding priorities at this point?

Where are we? We still have gaps in staff salaries relative in competition. About 80 faculty did not receive any increases. And the others were given modest increases, but even with that, it is only 1/3 of the way to close this gap. In our peer group, we are far below others. Even if we increase it by $1,400.00, we would still be the lowest in the Big Ten for tuition cost in our peer group. Nebraska is not in our peer group, but even if they were, they would barely be under us. Our overall ranking is declining. To improve our rankings and maintain quality, we need world-class faculty, we need to publish more, and be more judicially. Business and Engineering students pay a supplemental fee for all four years now, instead of their last two years. To survive, we need to have excellence. The Deans are a major factor in retention and looking at the importance of their colleges and departments. In the near future we have two years of catch up for staff and faculty salaries, strategic issues (which are public), and other areas to consider to remain competitive. We are being cautious with what we are doing. Once you start something, you need to follow through. Strategic Initiative Team (SIT) and the Operations Team (OT) will drive the strategic issues. Our first focal point will be with the students, but we will also have faculty and staff representative there. A two year budgeting process has been requested with the Board of Regents. Our plan cannot be based solely on the state appropriations. We need to focus on other sources of funds (research, donors, and businesses). The University of Iowa is granted $230 million a year. President Harreld showed us a video from Colorado University, who has similar budget: https://connections.cu.edu/stories/video-how-does-cu-s-budget-work. General Education Funds at UI is 36%; CU is at 48%, UI is on average. Boulder has the medical school; Denver has the other grad programs; they are spread out more than UI. Their video is a great explanation of what is happening at Iowa and throughout the country. Our UI average student debt is $27,000.00 (of just the students taking out debt). 47% of our undergrad students take out financial aid. Graduation rates are based on six years, not four years. Some people are not aware of that fact. Our tuition has not sky-rocketed as perceived in the public eye; there has been a slow progression.
TIER/Shared Services
  a. Workload shifting within departments
  
  Office Managers have gone to shared services and are not being replaced. Other staff are being assigned their previous tasks in addition to their current workload. We may have to go through some sort term pain before we see the end result. The University will have ‘one model’ in the near future and we will re-aggregate. We are one team. If we can get efficiencies by doing things together, we should. Some processes are localized and need to run separately, but there may be things that we can do 'together' (HR, IT, Finance) institution-wide.

FY17 and beyond, goals and expectations of staff – nothing to report at this time
  a. Anything new for the Path Forward teams

IVP for HR Kevin Ward – absent

Tour of Calvin Hall

Next Meeting - August 23, 2016 - 8:00 AM – 9:15 AM - 101 JH (subject to change)