

Staff Association Minutes

April 12, 2022, 3:00pm

PDR

Attendees: Amber Halstead, Jean Foster, Emily Ludwig, Aubry Carpenter, Kendy Scudder, Melissa Stallbaumer, Derek Evans (virtual), Jessica Frogge (virtual)

Excused: Lisa May, Debbie Vaughn

Absent: Evan Banks, Kathy Kelly, Kasey Schmoe

Invited Guests

- Dr. Elizabeth Kennedy, President
 - Only 2.5 weeks left and then finals!
 - Removal of the Financial Emergency – What does it mean?
 - 2019 prior to financial emergency we had restructuring to try to put us back into a better financial situation. We were headed toward a financial emergency so a committee was formed.
 - We were in survival mode. Needed to work on financial position. Particularly looking at living within our means – having a budget that looks at all of our operating and revenues and balancing that.
 - This is the first year the university has had a balanced budget in over 10 years.
 - Establishing practices that would put us into a good financial position
 - Educating folks on how a university budget works
 - What are we doing to retain students? –this is the reason for the move to put Student Affairs under Enrollment Management. Support from when they visit campus to when they walk across the stage
 - Created the process of annual academic review to engage in cyclical process to review all programs to avoid having to move into retrenchment, to support the further success of strong programs, and to identify the programs who could flourish more with added resources.
 - First evaluation has been completed.
 - We also need to discover what programs we are missing. What are the areas of need in the community and how can we help find programs to meet those needs/find our niche in those markets.
 - Course enrollment management to ensure full classes
 - Core 42 implementation
 - In a less concrete way... think of it as a cloud being lifted. It looks wonderful to the community.
 - It does NOT mean we are rolling in cash or found a pot of gold... unfortunately.
 - Compensation study is moving along – intention is to make gradual changes in the upcoming fiscal year.
 - COVID seems to be diminished in our region.
 - Kudos to the COVID Response Team
 - Another Vaccination Clinic – 20+ vaccinated, most with the second dose
 - Athletic Director Search – we had three candidates on campus last week. Hope to have an announcement soon.
 - Gold Fridays – expect a survey about GF Events for the Spring
 - Commencement Saturday, May 7th
 - Master's hooding will be on stage during graduation instead of it being a

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- separate program.
 - Frank L. Computer Science and Mathematics – international cybersecurity expert – he will be the featured speaker.
 - Two student speakers
 - Matthew Bobela
 - Hannah Berry
- Calling campaign underway for continuing students
 - Retention overall right now is approximately 65%
 - Last spring 82%, but we still have time to reach that
- Griffon Orientation
 - 194 Buchanan County
 - Heavy majors: nursing, elementary education, criminal justice, respiratory therapy, computer science, business
- Community Engagement
 - Monday: guest on a podcast, Community Alliance
 - Wednesday: talk show
 - Mosaic Life Care workshop entitled the Joyful Leader
 - More in her teaching background – for health care leaders in the post-COVID environment
 - DC Fly-in
- Spring Fling Cook Out – May 6th, watch for the invitation
- Dr. Marc Manganaro, Interim Provost and Vice President for Academic Affairs
 - April is the busiest month
 - Good News: after three days of CAPE visiting team – accrediting body for the Department of Education, the result being very very positive.
 - GAC –
 - Staff Association bylaws
 - Reviewed and discussed graduate programs
 - Social Work Graduate Program
 - Faculty Senate Resolution on Course Overrides
 - Review of Institutional Committees
 - Look at course enrollments weekly – to make sure that our courses are filled appropriately
 - APR review of Business and Nursing and Health Professions, now in review
 - Faculty reappointment, promotion and tenure
 - Communication with future Provost
- Dr. Melissa Mace, VP of Enrollment Management and Student Affairs
 - Prospective Student reporting
 - Recruitment efforts have been extremely intentional since application open in July 2021
 - How often we communicate, etc.
 - Boots on the ground, in the schools, lots of travel and time in schools.
 - We are up in numbers for all six major territories
 - Snapshot Freshmen - this year compared to last year

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- Admitted 33% more
 - 2,471
- 56.54% more commits
 - 715 commits
- 77% more GO registrations
 - 530 Freshmen have picked a GO Date
- Snapshot Transfer – this year compared to last year
 - Admitted 21% more
 - 114% more commits
 - 66 have registered for Transfer GO
 - 33 have already registered for classes
- Griffon Orientation
 - June 8 Transfer
 - June 9 Non-traditional
 - June 14 Athletes and Honors
 - June 15 General Session – capped at 151 registrations, yay!
 - June 16, 21, 22, 23, July 12, 13
 - Really trying to generate excitement
- Griffon Edge
 - New Student Convocation will move from Sunday night to Thursday Afternoon
 - Griff Up Downtown will be Thursday afternoon after NSC
 - Back to school bash with all returning students and freshmen, collaboration with Student Affairs, Rec Services, etc.
- Res Life
 - Almost back up to full staff in Res Life
 - Up in housing applications

Faculty Liaison Report

- Dr. Greg Lindsteadt, Faculty Senate President
 - New representative at the next meeting

March Meeting Minutes Approval

Tabled until next month due to lack of quorum.

Committee Reports

- Salary & Fringe
 - No report
- Constitution & Bylaws
 - Brought bylaw changes to GAC
- Welcoming
 - Met to brainstorm
 - 4 new employees as of April 1st
- Election
 - Nine accepted nominations
 - Nominations due by April 15th

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- We need more non-exempt senate nominations/candidates
- Professional Development
 - No report
- Special Events
 - Plant and Seed Exchange April 19th 12:00 – 1:00 p.m. in Spratt Atrium
- Advantage
 - No report

President's Report

- RSVP to Faculty and Staff Awards and Retirement Representation by tomorrow (April 14th)
- Number of senators that we have – is it representative of our current employees?
 - Some do job families, some do percentages
 - If we do 6% for each group individually
 - Exempt - 8
 - Non-Exempt – 6
 - If we do 5% for each group individually
 - Exempt - 7
 - Non-Exempt – 5
 - Added clause may be needed to ensure never under _____.
 - Added clause may be needed to indicate planned review of number – such as reviewing the percentage every two years.
 - Consider this for our next meeting.

First Vice President's Report

- \$2414.83
- Constituent List is pending updates

Other Business/Open Discussion/Announcements

- None

Mark your calendars: Next Staff Association meeting is May 11 at 3:00pm in PDR