

The University of Akron
 Staff Employee Advisory Committee (S.E.A.C.)
 Minutes for September 3, 2009 Meeting w/President
 followed by Regular Monthly Meeting

Members and Attendance:

Name & Start Date	Position	Attendance
Jean Andrick - 2008		Absent w/Notice
Kristina Artino - 2009		Present
Gary Beckman		Present
Mary Dingler - 2009		Present
*Jeri Farwell		Present
Lissia Gerber - 2007	Vice Chair	Present
Nancy Homa - 2009		Present
Mike Kimble - 2009		Present
Jim Shuster - 2008		Present
Laura Spray	Treasurer	Absent w/Notice
Bob Stachowiak	Chair	Present
Mary Tabatcher - 2007	Secretary	Present
Lindsie Webb - 2008		Present
Pam Woodall Caine - 2008		Present
Joy LiCause	Ex-officio	Not Required to Attend

*Last meeting.

Meetings always scheduled on third Thursday of month at 12:30 PM.

Meeting called to order at 11:00 AM in McCollester with President Proenza.

Dr. Proenza started out by thanking SEAC for suggesting the Employee Appreciation Day and said he has had good comments and hopes to make it an annual event.

UA is excited to have almost 28,000 students for fall 2009 semester. We are still working on the final census due to late enrollments and final drops. Hopefully we will have final figures this Friday.

Dr. Proenza reiterated his intention and policy that any budget adjustments not include layoffs. He does have concern that the state has built its education budget around one-time stimulus dollars (15% this year and next). He hopes that the state economy improves or we could face a 15% gap as soon as July 2010. There has been a lot of press recently about an improved economy and he is thankful we are a little more insulated than other businesses. In building the state budget for this fiscal year, the state deferred \$5 million to the next biennium. He is afraid the \$5 million may not appear; however, we as an institution are doing very well. The new stadium is generating lots of excitement both on campus and in the community.

We are continuing the strategic planning process and are in the stage of distilling results from the focus groups. During this fall semester, Dr. Proenza will meet with campus

community for feedback in order to finalize plans and implement them in spring 2010 semester (see <http://www.uakron.edu/strategic-plan/>).

The President responded to a question of possible buyouts in the future and said that there have been five previous buyout windows but the record has not been good and we're still paying for them. He does not anticipate any buyouts or early retirements. They are hoping to come up with language to work on a case-by-case basis. SERS and STRS changes may answer this issue.

SEAC asked the President if there is a possibility that parking costs could be suspended since staff did not receive raises this year. Dr. Proenza reminded us that other universities are laying off. Personnel costs at UA are around 90% of the total budget and all costs are going up, with healthcare going up around \$3-5 million. Also, he stressed that our parking rates are well below community parking rates.

SEAC asked why tuition was not raised for fall. Dr. Proenza explained that billing systems take time to implement and that the state had promised funding that didn't come in after announcements had already been made that there would not be increases for fall. He said it was an ethical choice on our part not to rescind the previous announcement. What happens with raises if the \$5 million doesn't show for 2010? The President mentioned there was a similar downturn in 2001. Needless to say, the state needs to recover or UA needs to find additional revenue streams to lesson state needs. For our current tuition, the students pay 75% and the state provides 25% and then the state believes they own us. He mentioned that changes to the state construction requirements will help with new building costs. We need to find where we can create new resources for ourselves and the cost of doing business is increasing faster than revenue. He is optimistic that work to create these new streams will be fruitful for us.

SEAC asked the President about staff emeritus status. It's strictly recognition with no remuneration involved. He asked us for a proposal to create this as it has been done by the Trustees in the past for meritorious people such as Hank Nettling.

SEAC asked the President about the possibility of offering a fee remission or discount voucher to give away to close relatives if the staff person is not using or have a child using fee remission. We talked about even offering some sort of voucher for a discounted first two years of college in order to lure students from the lower priced Stark State to the UA campus where they would then continue thru graduation. This would in effect turn the 3,000 staff members into recruiters. The President was intrigued by the idea. He said it costs \$12,500 to educate one student. However, maybe we could do something with nearby states to create a greater likelihood students will come. Maybe look at the size of the remission and provide a way that it can work without creating adverse effects. He said we can talk about creating a framework.

We also asked about finding a way to make fee remission reciprocal for all state universities.

SEAC asked about the lack of equity between staff, contract professionals and faculty vacation, enrollment stipends, discounts, etc. The question on enrollment stipends for

staff would somehow need to be tied to individual performance. He stated that time for contract professionals are more defined and not eligible for overtime and other things and work weekends, holidays, evenings, etc. Also, we must remember that staff gets extra days off during the holidays and are, therefore, not required to take vacation. He said there would be legal issues that need to be clarified. He said we should raise the issue with A.G. Monaco. He also mentioned that there are temporary positions on campus with long term occupants and that too needs to be rectified. It was noted that faculty gets a discount on football games and the President asked that we provide him with documentation about it. Following is the email sent to President Proenza on Tuesday, September 8, 2009:

“Hello Dr. Proenza,

During the meeting SEAC had with you last Thursday morning, a question came up regarding the fact that faculty pay half-priced admission for athletic events but staff and contract professionals do not have that privilege. You had requested that SEAC send the rule to you for review (see below). Since it specifies “all” university athletic events, that would include football at the new stadium. Thank you.

3359-20-04.3 Faculty privileges and benefits.

B) Other privileges and benefits are listed below:

- (1) Athletic and cultural events. Faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.”

SEAC asked President Proenza what efforts are being made regarding health care cost reforms; specifically, retirees “dependents” are still covered at no cost. It seems that it would be worth looking at charging at the least, a nominal fee to retiree dependents for the coverage, especially since it is factored into everyone else’s rates. Dr. Proenza stated that UA is looking at a number of ideas and that he is personally giving up his UA health care as he is covered under another state’s system. UA’s health care costs are about \$25 million/year and they are expected to go up another \$4-5 million if we do nothing.

Dr. Proenza is very excited about the new BioInnovation Institute (BI) and is very pleased that a new internationally known Director has been named. Dr. Frank L. Douglas, Ph.D., M.D. is the founder and former executive director of Massachusetts Institute of Technology’s (MIT) Center of Biomedical Innovation. Dr. Douglas follows Dr. Aram Nerpouni who has been serving as interim director and has done a great job of pulling the partnership together and creating a foundation for collaboration. Dr. Proenza stated that the idea for the BioInnovation Institute originated at UA! They are hoping that beyond research and patent spin-offs, they plan a health care facility for the underserved which would reduce costs at area hospitals as the underserved would not have to resort emergency room visits to treat problems which can be handled in a standard office visit. SUMMA alone has over \$30 million in uncompensated care/year. SEAC asked how the MPH program could fit into the BI and the he requested we send him information about the program. Following is the email sent to the President on Friday, September 4, 2009:

“Hello Dr. Proenza,

Thank you for meeting with SEAC yesterday and for being interested in knowing about the MPH program and how it can fit into the BioInnovation Institute. It’s a pretty complex program in that it is a consortium program based at NEOUCOM and includes students from UA, CSU, YSU and OU. Kent was a part of the consortium until this summer when they suddenly notified NEOUCOM that they were pulling out of the program after 10 years. The majority of the KSU students transferred to UA, so we benefitted from it. The majority of the students are working health professionals (including physicians) and is designed as a weekend program with the core courses being offered on campus via distance learning with electives available from any of the consortium schools via a cross-registration process; however all students get enrolled in the off-campus electives at the home school. Most students take many of their electives at the home school but others are taken online when they are available (CSU, OU and YSU seem to offer a lot of these that students take). We currently have approximately 41 active students who have generated 182 graduate credit hours this semester. We do receive SSI from the program. The program offers opportunities and requirements for students to do independent studies, practicums and requires a capstone project for graduation. All of those course requirements involve working with hospitals, community-based health organizations and NGO’s for fulfillment of the requirement, which is the linkage to the BioInnovation Institute.

In a nutshell, the program works as follows: The students apply and are admitted through NEOUCOM. All consortium schools are involved in the process of admission and have opportunities to review the files and make recommendations regarding admission. After admission decisions are made, the consortium school admits the student into the program. The program is currently being run out of our office because Nursing gave up the program in summer of 2008 and since Dr. Midha is NEOUCOM’s Liaison Officer, he asked me to take it. Since Dr. Midha was named interim dean, Dr. Capers has taken over as Program Coordinator, so she and I are working together on it. The program also has no budget associated with it, which means that students do not have opportunities for graduate assistantships (we are getting more and more full-time students) and faculty and departments have no particular incentive to teach specific MPH courses. We do have approved MPH faculty on campus (a very small amount primarily in the Nursing College) but any courses that are offered have to be absorbed by the department if they are specific to the MPH program. What usually happens is that the department is already offering a course which is an MPH approved elective. Since the course is already scheduled, the home students just enroll and students from the other consortium schools do a cross-registration. However, because we have very few web-based courses (which is the principal avenue of instruction for the other consortium school students), most won’t cross-register for our electives as they need the web-based delivery. If a specific MPH special topic course were to be offered here, the department would have to release the faculty from other departmental duties or teaching to teach the course, and most departments don’t have the luxury of doing so. Hopefully, eventually this program will move to the new health college and then have a more formal structure and budgeting process. In the meantime, with the health professions growing at such a fast pace, it seems that this population of students would particularly benefit from connection to the BioInnovation Institute and since many are already in health-related fields, the BI would benefit too.”

The President believes over time that NEOUCOM could establish a branch here at UA for a full-fledged medical college, focusing attention on allied health care. We would also expect that the research side would result in new technologies.

Following the meeting with the President, the regular monthly meeting was held.

Review minutes for August 13, 2009. Minutes approved with no changes.

NOTE: All positions were elected. See New Business below. Future minutes will have representatives listed in the following committees.

Awards & Recognitions Sub-Committee: No report.

Benefits & Wellness Committee: No report.

Board of Trustees (www.uakron.edu/bot/): No report.

By-Laws: No report.

Faculty Senate (<http://www.uakron.edu/president/facultySenate/>): Attended by Mary Tabatcher due to new representatives having just been elected.

Faculty Senate met on Thursday, 9/3/09. Following are topics discussed:

A presentation was made by consultants Front Line who have been working all summer with campus representatives to identify processes, develop and implement a new curriculum proposal system. Their primary focus has been to identify current process and inefficiencies, determine best method of automating process. The final process and systems recommendations will be made in October. The curriculum proposal system ties into course catalogs and bulletins and the Registrar's Office, so new system will tie in all stake holders. There will be a pilot of the new system in spring 2010 and hopefully by fall, all units will be up and running with the new system.

Faculty Senate recognized former secretary, Dick Stratton, who has provided a long and valuable service to Faculty Senate prior to his resignation due to taking an Acting Associate Dean position in the College of Arts and Sciences.

Dr. Proenza gave a small address which reiterated most of the things discussed in his meeting with SEAC earlier in the day. He did mention the groundbreaking for the new Polymer building and that our enrollment is the biggest since 1993.

The President invited everyone to participate in the strategic planning meeting with Dr. Crow from Arizona State University as follows:

As part of UA's ongoing strategic planning process, the Strategic Planning Steering Committee invites you to participate in a discussion with Dr. Michael Crow, president of Arizona State University, from 8 to 10 a.m. Wednesday, Sept. 16, in the Quaker Inn Station Conference Center.

President Proenza says we are facing many challenges and that we are learning from our mistakes and hoping to continue learning from best practices and that UA is a collaborative tapestry woven by all of us.

The President says that we will soon be proceeding with the search for the new Provost to replace Provost Stroble.

Interim Provost Baker addressed Faculty Senate and said that the learning curve for the provost duties is quite steep. He discussed the New Student Orientation on Wednesday, September 9, from 2:00-6:00 PM.

The Provost's Office is taking the n1h1 flu is being taken seriously and guidelines have been sent to faculty regarding class absences due to flu. We are following CDC guidelines.

UA is striving to meet the needs of all veterans under the new G.I. Bill.

China week will be celebrated during the week of October 5-9 by the Confucius Institute.

The new STEMM middle school is open with 288 students in a temporary facility on W. Market Street. The Inventor's Hall of Fame facility will be open next year.

Provost Baker is looking forward to engaging the campus community and stresses that good communication is the key to forward progress.

Faculty Senate held their annual elections and re-elected Harvey Sterns as chair.

Rudy Fenwick reported on the Ohio Faculty Council meeting where the University Systems of Ohio (USO) was the primary discussion. They discussed the proposed rail system linking Cleveland, Columbus and Cincinnati and asked universities to find experts on their campuses to help. On October 2nd there will be a statewide seminar on AAUP and other collective bargaining groups to discuss goals and strategies to facilitate the 10 year plan for higher education in Ohio.

Bowling Green University furloughed 12-month employees making in excess of \$50K and Toledo is asking to reopen negotiations with all unions.

The University Council Exploratory Committee has received almost all feedback. They are still working on bylaws and discussion followed that all constituencies need to be sure their bylaws allow a mechanism for UC elections; however one senator noted that UC elections are up to each group and don't necessarily need bylaws.

Last spring, the Faculty Senate passed new Student Judicial Policies. The BOT rules committee had questions and sent it back to rework portions. The revised document will be ready for Faculty Senate and BOT in December.

The Ad Hoc Facility Planning group discussed campus parking and with all the changes, overall about 500 spaces have been added and the Roo busses have helped. A request

was made to VPCFO John Case to do a survey on parking. The early census data is in progress. Of course the comment was made that other universities have dedicated lots (a reminder about past UA practices regarding faculty parking!).

The committee on Accessibility has met a number of times to review office functioning and the website in an effort to improve the availability and clarify of information on it. One of the problems with the office is that the staff has not increased, but students needing accommodations have doubled.

The Senate made a point to express the fact that UA has developed a pattern of hiring outside consultants for just about everything, even though we have many well-known experts in house. Many of these consultants come at a very high price. The specific case in point is the hiring of Front Line for the curriculum review process. Since we basically taught Front Line everything they know about our system, where was the need for outside consultants?

The new senator orientation is on Thursday, September 17th. Faculty Senate Secretary notified of names of new SEAC representatives. Following is the Faculty Senate schedule for 2009-2010.

2009

Thursday, September 3	3:00 – 5:00 p.m.	BCCE 201
Thursday, September 17 - Orientation/Informational session for new senators	3:00 – 5:00 p.m.	BCCE 201
Thursday, October 1	3:00 – 5:00 p.m.	BCCE 201
Thursday, November 5	3:00 – 5:00 p.m.	BCCE 201
Thursday, December 3	3:00 – 5:00 p.m.	BCCE 201

2010

Thursday, January 7	~~ no meeting ~~	
Thursday, February 4	3:00 – 5:00 p.m.	BCCE 201
Thursday, March 4	3:00 – 5:00 p.m.	BCCE 201
Thursday, April 1	3:00 – 5:00 p.m.	BCCE 201
Thursday, May 6	3:00 – 5:00 p.m.	BCCE 201

OSCHE (Ohio Staff Council on Higher Education): No report.

Performance Evaluation Committee - Lissia Gerber & Mary Tabatcher (2008-2009 reps):
No activity. However discussion ensued about lack of communication between middle

management and employees. There were also questions regarding the raise pool formula and lack of employee awareness about the formula and where they fit in with raises and the fact that supervisors do not have to follow the formula or tell employees they didn't allocate all the funding. This needs to be looked at soon.

Safety Committee: No report.

Social Committee: No report.

Treasurer's Report: No report.

University Council: No report.

Web Team: No report.

New Business: Elections were held for the following SEAC Positions:

- Chair – Bob and Mike nominated. Mike elected 6 to 5.
- Vice Chair – Lissia nominated. Lissia elected unanimously.
- Treasurer – Lindsie nominated unanimously.
- Secretary – Mary T. – Mary elected unanimously.
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External Committee Reps:

- Health & Wellness (2) – Laura continuing.
- By-laws – Subcommittee Laura (ex-officio and Chair), Pam, Nancy, Lindsie. Subcommittee to work out the bulk of the by-laws and then have special meeting with full committee to complete. Send Mike by-laws. Let Laura know and make sure she will chair.
- Safety (1) – Meets once/month during school year. Spinoff of crime task force. Reviews campus safety related issues, sponsors walk-about, does background investigations, investigates sexual harassment, etc. Committee consists of VP's, Police, Faculty Senate, Contract Professionals and SEAC. Bob will continue.
- Faculty Senate (2) – Nancy, Mike. Mary to email Heather about election results and orientation. Nancy and Mike's names have been sent to Heather Loughney, Faculty Senate Secretary.
- University Council (4) – Appointed committee. However, Joy is now out and it is recommended that Laura be involved. Elections not ready to proceed.
- Budget Meetings (1) – Budget committee work has been completed. No election required.
- OSCE (Chair and Vice Chair plus up to two unelected alternates) – Mike and Lissia chair and vice chair. Alternate Bob and Mary T. Bob to put new people on OSCE listserve.
- Board of Trustees (2) Observers – Nancy, Kristina, Lissia and Gary nominated. Gary and Kristina elected.

Internal Committee Reps:

- Web Team – Jim to continue.

- Awards & Recognition – Gary and Mary D. and Pam (looked at service awards and ways of recognizing staff on campus).
- Performance Evaluation – Mary D., Gary and Jim. Determine goals and invite Mike. Work towards transparency. Wage compression is an issue which denies promotion opportunity. AAUP agreement includes market compression adjustments.
- Social Committee – Mary D., Gary, Jean, Pam and Bob (chair).
- HR Liaisons (as many as want to participate) – As needed.
- Philanthropy – Lissia advocated for fund-raising efforts to develop SEAC scholarship. In latest edition of Akron magazine – Families Helping Families – asked president for SEAC to be part to learn from them. Lissia volunteered to participate. Pam mentioned that there are homeless students and also students who do not have transportation. Alumni/retirees could adopt a student. Women in Higher Ed funds textbook scholarships.

The SEAC website shows clarification on most committees.

Old Business: I would like the President's bonus/ raise discussed with him. How can he possibly feel right about accepting the money when his employees will not be getting raises...and may possibly be facing layoffs. I had asked SEAC about the issue when it first came to light that we would not be getting raises this year. I have yet to receive any sort of response from the SEAC group as a whole.

Review of the Board of Trustee minutes reveals the following:

<http://www.uakron.edu/bot/docs/Board-memo-June-09.pdf>

New Business

1. Pertaining to Dr. Luis M. Proenza

The Board acknowledged Dr. Proenza's "ground-breaking and exceptional leadership" during his decade-long tenure as president, expressed its support for "his great vision and guidance" and its strong desire for his continued leadership of the institution in significant detail in a unanimous resolution that extended Dr. Proenza's contract as president of the University to run through 2015. The resolution also honored Dr. Proenza's request to forgo any consideration by the Board of a 2009 merit increase to his current base salary, which became effective January 1, 2008, in recognition of the economic challenges of the University, its students and the state of Ohio. In addition, the resolution thanks Dr. Proenza "for his selfless gesture, and formally acknowledges Dr. Proenza for exemplary accomplishments and leadership on behalf of The University of Akron, specifically during 2008.

Action Taken: Responded to querent with above board information.

Meeting adjourned at 1:30 PM.

Next meeting is on October 15th at 12:30 PM. **See schedule below:**

Reservation No: 7186

Customer: SEAC Staff Employee Advisory Council

Summary of Bookings

Date	Start	End Room	Status
10/15/2009 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
11/19/2009 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
12/17/2009 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
1/21/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
2/18/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
3/18/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
4/15/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
5/20/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
6/17/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed
7/15/2010 Thu	12:15 PM	2:00 PM SU Room 323	Confirmed