

## President's Advisory Council Meeting

21 February 2017, 3:30 p.m.

Stallard Boardroom, Lancaster Building

Present: President Taylor Reveley, Bill Abrams, Rhonda Brock-Servais (recording), Sarah Porter, Lissa Power-deFur

Absent: Sara Miller, Bennie Waller

The Agenda was as follows:

1. Initiative Overload
2. Space and Lecturer Issues
3. Salary Compression
4. New hires in Strategic Operations
5. Website Issues

1. Rhonda had put together a list of "one week's e-mails" in order to illustrate requests for faculty time and energy. While problematic for all faculty, the committee believes this is especially acute for junior faculty who have to produce scholarship and learn which types of service they might like to be involved as well as which their departments value the most. The discussion centered around how such issues might be addressed. Suggestions included CAFÉ, orientation, department mentoring and greater involvement of the department chairs.
2. Rhonda presented the ongoing problems with lecturer work space, which is prevalent, but not unique to EML. Alongside this is university-wide lack of space for faculty. Many details were put forward, including cubicle farms, bullpens, offices without ceilings, lack of research space for science faculty, departments forced into taking student space for faculty offices, faculty housed in closets. Additionally, there was discussion of difficulties lecturers face (especially given their heavier teaching load) like a lack of privacy and security. The committee pointed out the potential for FERPA violations and problems this may cause with retention. While these are 2 separate issues, there interconnectedness is obvious. The President promised to look into the issue and report back after talking to Space Management about possible creative uses of spaces like The Lumberyard or 315 W. Third St.

3. Sarah brought forward concerns about compression that had been related to her. While the committee applauds the President's effort with regard to faculty salaries, there have been complaints that compression as a separate issue hasn't been addressed and senior faculty continue to see those who are below them in years of service and rank bypass them with regard to salary. During the discussion, it became obvious that faculty who began in certain years were more compressed. Everyone agrees that doing a satisfactory job is a necessity, the consensus of the committee seemed to be that compression is a separate issue. The President asked for suggestions or solutions. Nothing concrete emerged.
4. Lissa took the lead on the fourth issue. She pointed out that while we have been asked to be aware of hiring and careful with money, one has to wonder where the funds for two new administrators came from. The concern is that there remain many other Academic needs, both now and as the Core Curriculum unfolds. Other things that emerged were that these new positions may create ill will as there was no faculty involvement, the searches weren't transparent, the perception that these positions were created for these individuals, the loss of more "boots on the ground" type positions in Student Success. The President replied by discussing the importance of enrollment, data management, and said further that these positions had been in the works for some time.
5. Finally, Sarah presented a list problems collected concerning the website:
  1. The website team is not resolving issues or making changes in a timely fashion (it takes weeks to months to get changes made that could once be made by a person in the department).
  2. The "uniformity" that we are being required to adhere to is not appropriate for all departments. Departments should have *some* autonomy to design their page, and it seems like now we have none.
  3. Changes that have been requested are not being honored at all, with little or no explanation.
  4. There are multiple difficulties in functionality, especially in Solomon. For instance, the academic calendar for next year is not even available!All present offered specific examples of these difficulties as well as others, like the number of clicks it takes to find some items. The President replied that he, too, has had his troubles online and "I'm glad you're telling me all this," and, finally, that the topic needs some "front burner" attention. It is the committee's perception that giving back page control to the department would go quite a ways toward solving some issues.

The meeting ended at approximately 5:00 p.m.

Faithfully reported by your most humble and obedient servant, Rhonda Brock-Servais