

**President's Council**  
**Meeting Summary**  
**April 1, 2015**  
**10:00 a.m., CSS 301C**

Attendance: Armstrong, Blake, Eisler, Evans, Kamptner, Pilgrim, Postema, Scoby, Ward-Roof

Presentation/Training: Merit Pay and Performance Evaluations

- Tamie Grunow, Associate Vice President for Human Resources  
AVP Grunow presented an overview of the Performance Management Program and reviewed the merit pay and performance evaluation process and forms. Evaluations must be submitted to HR by the second Friday of May.

Agenda Items:

- The summary from the March 18, 2015 PC meeting was approved for posting.
- Administrative Compensation  
VP Scoby initiated discussion on a three-year recommendation for administrative compensation. Council supported the concept.
- Health Insurance Increases  
VP Scoby presented a recommendation on health insurance increases for July 1, 2015. Council supported the recommendation. VP Scoby will prepare a draft message to employees.
- Cash Handling and Deposits Policy  
VP Scoby distributed draft updates of the Cash Handling and Deposits Policy. Council supported the recommendations, pending Dean's Council review.
- Business & Special Expense Policy  
VP Scoby requested Council members carefully review the recommended changes to the Business & Special Expense Policy; he will collect comments and bring it back to the May Council meeting.
- BOT Policy Revisions  
VP Postema presented suggested revisions to Board of Trustee policies in Parts 6, 7 and 8. Some updates are required legally; some are recommended. HR will review the portion regarding HRPPs.
- Comments re Draft Minors on Campus Policy  
VP Postema provided comments referencing the draft Minors on Campus Policy. The responsible area is EIO, although there is an overlap of divisions for some situations. Provost Blake, VPs Scoby and Ward-Roof will finalize this piece as an Academic Affairs policy.
- PC Planning Sessions  
President Eisler announced that the President's Council Planning Sessions will be held May 13, June 3, and June 10. Day 1 will be university-wide planning; Day 2 the VPs will present expectations and introduce divisional strategic plans; and Day 3 will pull all planning together.

- University-wide Expectations  
President Eisler distributed the 2014-15 Expectations. At the April 15<sup>th</sup> meeting, Council will discuss possible expectations for 2015-16.
- State Budget  
Guests: Sally DePew, Budget Director, and Beth Logan, Asst. Budget Director  
President Eisler provided an update from Lansing. Tuition recommendations will be discussed at the next Council meeting.
- Strategic Planning Assessment – Dashboard  
Guests: Sally DePew, Budget Director, and Beth Logan, Asst. Budget Director  
Two focus groups have reviewed and ranked suggested metrics for the Strategic Plan. Included in this review was a rank ordering of the measurements in terms of importance. It was recommended that VPs take the metrics to divisional administrative councils for feedback and ranking. Council will discuss the assessments again at the May 13<sup>th</sup> Planning Day. The metrics will be presented to SPARC a second time at the June retreat, to the Board of Trustees at their August retreat, and for campus comments in the fall.

Divisional strategic plans should be sent to the President. Council will discuss these at the May 13<sup>th</sup> Planning Day, as well as determine a format for reporting to SPARC on progress toward the University-Wide Strategic Plan. Divisional accomplishments toward the University-wide Strategic Plan are due to the President by the end of April.

- Round Robin
  - Provost Blake was pleased to report that Ferris is no longer on the state list of at-risk charter schools.
  - VP Ward-Roof reported that progress is being made on the Title IX Coordinator search. She distributed Fall 2015 application data, scholarship offer data, University Center usage data, updates on the Strategic Enrollment subcommittees, and reported on a very successful Career Fair.
  - VP Scoby shared successes of athletics: 3 hockey players have signed professional contracts and we have a basketball player selected for an All America team. Physical Plant is working to clean up trash at building entrances, the AV in the University Center is being rewired; the Master Plan forums have been going well, and the Osprey has arrived at the new location.
  - VP Pilgrim presented at Northern Michigan University last week; he has been in conversations with the Ferris Art Gallery and VP Ward-Roof regarding placing purchased art in the University Center; there is a significant increase in diversity survey responses; and he has prepared a skeleton document for the Diversity and Inclusion Plan, 2015-2020.
  - President Eisler reminded that there are 20 days of classes left in the semester and thanked Council for their good work.

**Next meeting date:**

April 15, 2015, 8-10 a.m., CSS 301C

Meeting adjourned 12:05 p.m.

Submitted by Elaine R. Kamptner