

**President's Council
Meeting Summary
December 16, 2015
9:00 a.m., CSS 301C**

Attendance:

Armstrong, Bellavance, Blake, Eisler, Kamptner, Pilgrim, Postema, Scoby, Ward-Roof

Agenda Items:

- The summary from the December 2, 2015 PC meeting was approved for posting.
- Board of Trustees
Council members reviewed topics and itinerary for the Board of Trustees December 18th meetings in Big Rapids.
- PCAF - Business Data Analytics
Provost Blake provided an overview of the program redirection to update the Business Data Analytics curriculum. Council supports the proposal.
- Cammack Retirement Group Recommendations (con't)
VP Scoby continued conversations regarding reducing vendors of 403(b) and 457(b) retirement plans. VP Scoby will meet again with the task force; a decision will be made by end of spring semester. A sub-group will consider the communication strategy. President Eisler offered to send communication to the university community. The effective date will be July 1, 2016.
- Recommendation of Merit Changes
VP Scoby brought forward proposed changes to the administrative merit program for implementation in Spring 2016. Council members discussed and supported the redesign. VP Scoby will prepare a communication document. The Staff Center will provide training on the evaluation process and tools.
- Animals in University Facilities Policy
VP Scoby distributed the Animals in University Facilities Business Policy 2011:03. A few updates will be made and returned to Council.
- Search Firms Conversation
VP Scoby initiated discussion regarding Ferris philosophy, options, and efficiencies in the use of search firms for higher-level open positions. Council agreed to consider one academic and one non-academic focused firm for a year trial. He will draft a RFP for consideration.
- Student Worker Study Hours

President Eisler shared a student work study hour report documenting that student work hours have not been decreased overall since last year. He reminded VPs of the agreement to not reduce student hours due to the minimum wage increase.

- **Honorary Doctorate Nominations**
Council members reviewed six nominations for May 2016 Honorary Doctorates. Three have been identified for President Eisler to contact and recommend to the Board of Trustees.

- **Diversity and Inclusion Plan – update**
VP Pilgrim reported on background, progress and recommendations of the newly completed Diversity and Inclusion Plan. The VPs will meet to build appropriate parts of the diversity plan into their division plans. Divisions will embed appropriate pieces of the Plan into their strategic/action plans by the end of Spring semester. VP Pilgrim will create a matrix gap analysis that overlays divisional work over the proposed initiatives of the Diversity Plan. This is important to our continued transforming into an increasingly more diverse and inclusive university. In mid-January the President will send a message to the university community, including the Diversity and Inclusion Plan.

- **Round Robin**
 - **VP Postema** reminded that ticket sales and auction donations will begin in January for the February 19th Friends of Ferris event.
 - **VP Pilgrim** reported that he has been invited to join PEN America, an organization of writers who write about civil/human rights and social justice. He has finished the draft of his next book about the Jim Crow Museum.
 - **VP Armstrong** wished for all to enjoy the Holidays.
 - **President Bellavance** announced that the Kendall CFO has been hired and will begin the end of January. The KCAD Strategic Plan will be done in February; focus groups are meeting throughout January.
 - **Provost Blake** shared that this has been a very busy and good semester.
 - **VP Scoby** thanked Council members for participating with the Moran IT consultants and reported on the Strength and Conditioning project for student athletes.
 - **VP Ward-Roof** thanked all for making the Student Affairs division successful this semester and for the comments shared during her 360 evaluation. She reminded Council members of Commencement events on Saturday. She then reported that Leroy Wright's going away reception will be January 13; Nick Campus will serve as interim and Housing personnel will be helping with Student Conduct cases. She has been asked to be on the ballot for the NASPA Board Chair position.
 - **President Eisler** shared a Lansing update on the Swan building annex project and that another large gift announcement is expected soon. He is pleased with the great success of athletics teams this semester, appreciates the wonderful work of new president council members Vice President Armstrong, President Bellavance, and

Approved 1/20/16

Provost Blake. He reminded the group of the upcoming holiday receptions, and shared his holiday break plans. He thanked all for their great work throughout the semester.

Next meeting date:

Jan. 20, 2016, 9:00am, CSS 301C

Meeting adjourned 12:19pm.

Submitted by Elaine R. Kamptner