Call to Order

President David L. Eisler called the meeting to order at 8:30 a.m.

In Attendance

Tom Adams, Dan Burcham, Dave Eisler, Don Flickinger (for Fritz Erickson), Claire Gould, Mike Berghoef (for Rick Griffin), Karen Obermier, David Pilgrim, Miles Postema, Jim Nystrom (for Jim Rumpf), Jerry Scoby, Melissa Sprague, Tom Weaver and John Willey.

Discussion Notes – the discussion notes from February 17, 2010 were reviewed. No changes were noted.

Student Government update - Claire Gould. Morgan Toms will be taking office as of April 27 as the new President of FSU Student Government. An open session was held regarding how students would grade President Obama - thirty students participated. Student Government is working with dining services on enhancing vegetarian selections in meals. The Big Event has signed up over 1,200 students, including committee volunteers, to participate on April 17. They will meet at 9:00 a.m. on the Campus Quad.

Student Affairs Update - Dan Burcham. Claire Gould has done an exceptional job in her role as President of the FSU Student Government. Next time we have a women’s conference we should invite Claire to speak. We will have 200 Juniors from Dawg Days. Dawg Days has set a record number of students brought in, as well as campus visits. We are running 200 admits ahead of last year on the Big Rapids campus.

Administration and Finance update - Jerry Scoby. The East Campus Suites project is progressing nicely, on time and under budget. The Optometry Building project is progressing, on schedule and on budget, with a completion date of December 2010. The Board approved the Arts & Sciences Mechanical System project. They will try to get a big part of that project done this summer. The final edits have been made to the Pedestrian Safety Task Force report. Claire Gould and Morgan Toms have been great partners in that project. The Employee Retirement Incentive Program has been keeping the division busy, with 71 applicants and 58 approved. Work is being done on addressing the health insurance increases for next year.

Diversity and Inclusion Office update - David Pilgrim. Congratulations to Claire Gould. Mr. Kun Shik Cho, Former CEO of Hyundai, Asia, will be speaking in IRC 115 today at 3:00 p.m. as part of the Globalization Initiative. Audience etiquette is becoming an issue as some of our facilities do not allow for a kind exit. Fritz Erickson and David Pilgrim are co-chairs of a task force on the recruitment and retention of a diverse faculty and staff. Work continues on a
Ferris Orphan and Foster Youth Initiative for Fall 2010. Copies of the Spring 2010 Expect Diversity newsletter were distributed, along with the Diversity Affairs 2009 report.

**Academic Affairs update - Don Flickinger.** A lot is happening with curriculum, including closing of two Associate degrees, creating an Elastomer Associate’s degree, etc. Thanks to everyone for their assistance in getting things moved along. The General Education Task Force will begin campus wide discussion on outcomes soon. Many celebrations are happening this time of year: student celebrations, faculty recognition, and celebrating those who put in sabbatical requests. We have two Fulbright scholars next year. Next week is the 125th Anniversary symposium with a series of activities. Faculty who are considering grants are being encouraged and supported to do so. We just received the grant for the Journey to Jordan project.

**AFSCME update - Tom Weaver.** While in support of the Early Retirement Incentive program, Tom did not take the option for himself. The number of those retiring is quite large, and the trades area has a high risk of more areas being added with less people to take care of them. It will be difficult to take care of the old buildings. Jerry Scoby’s meeting with employees was very much appreciated. For the future, if the opportunity comes up again to offer an early retirement incentive, we need to make sure the timing is done a little more appropriately. Some may back out of the early retirement option. They are experiencing some issues with the State of Michigan about the retirement system. They were put into a defined contribution plan in 1996; now they are trying to figure it out. There may have been a misprint in the AFSCME contract regarding dental insurance. There were 3,500 work orders placed just for plumbing services this year.

**Ferris Faculty Association update - Jim Nystrom.** Jim made the following comments under the umbrella of "Fair Play and Trust." The FFA Leadership is still focused on the quality of education delivered to the students. With that comes the workload issue. The product that is delivered to the students is generally performed by union members, but a lot of good work is being done by the administration as well. The union agreed 2-3 years ago to take part in the "apple pie" meetings. At an FFA board discussion years ago, many felt the union should not do it. The decision was made to take the chance. If the FFA is offered to have these meetings again in the future, they probably would not do so. One of the items in the current offer is the Early Retirement Incentive program. If an agreement is not reached by April 15, that item would be pulled from the offer. If it is a good idea now, it is a good in the summer too. Grievance procedures have hit a wall; whether that is due to contract negotiations or springtime is unclear. The intentions of the culture change are not being seen. There is a reluctance to push to the final level. Grievance is part of any contract; how we manage the grievance is up to the parties involved. Regarding the current offer – a lot of things seem reasonable on the surface. There are issues of health care costs - under the current plan, if $200,000 is pulled out, it will be back up to where it was before the current contract started. A structured market adjustment is a big issue. The contract offer concerning promotion and merit seems to match what many other schools do. However, a stumbling block is that the faculty does not have the trust that it will be implemented as such. While the working group meetings seemed like a great idea, given recent experiences, not much of the information from the working groups was used in the proposal. These (working group) meetings have actually put things behind schedule.
Academic Senate update - Mike Berghoef. It has been an active year. A lot of work has been done on the charter revisions. It was a long term project, but now a different system has been established to look at the charter annually. The senate committees have been formed, with 100 percent participation. Student input has been valued. There is movement from a quantitative focus to a qualitative focus. The election for the new Executive Board is on April 27. The committees have been asked to look at grant processes and how they might be improved. The Academic Program Review Committee reviewed 18 programs. The long time chair of that committee is stepping down. The University Curriculum Committee reviewed 110 different proposals. Leonard Johnson will continue as chair of that committee.

Birkam Health Center update - Melissa Sprague. The University is working with the local health department on the Tuberculosis case. Three students were tested; two came back to have their tests read. The Health Department is having major issues. The new people are not up to speed yet. The Health Center has been busy but not as much as last semester.

Governmental Relations and General Counsel update - Miles Postema. The Legislative Luncheon is scheduled for April 27. There will be a bus going to and from campus for this event. We are coming to the close of the formal 125th Anniversary activities on campus. Two things regarding the Early Retirement Incentive program: The proposal was designed to be generous one, but with the budget concerns that will hit this year, it was not put out there to place pressure on, but to address some of those issues now. The timing has been tricky; it was needed to provide an orderly way to allow things to get done. That is why there was a deadline. Three meetings have been held with the mediator from the state, including this afternoon. There have been a total of 33-34 meetings. Both teams were complimented on their time and effort. A significant number of issues have been raised by the faculty. It is difficult to tackle these issues with our economic challenges. On health insurance, the proposal was designed to continue faculty in the status quo for their coverage. There are ways to reduce cost with plan designs and changes. The Early Retirement Incentive was planned to be a benefit. The goal was to reach an agreement by mid-April. The administration has made heroic efforts to get this done. They have put themselves out on the line. There has been no effort on the part of the administration to slow down the grievance process. If there are any grievances out there, please let Miles know.

POLC update - Tom Adams. Approval was just received for an additional officer. Thank you to Jerry Scoby, the Board and the President.

University Advancement and Marketing update - John Willey. UA&M is continuing its work of elevating appreciation for Ferris as Michigan's "statewide University," with a hub location, online programs, and partnership programming through 18 other campuses. They are also engaging the growing recognition that Ferris' public mission cannot be advanced securely through public means. We have to attract independent resources to sustain Ferris, though dealing with this will be an extended effort of raising more money, beginning with alumni and regional friends. In a recent initiative, the division dealt with an internal aspect of the work by supporting a group of Arts and Sciences department leaders' attending a CASE conference in Washington. The topic of the 2-day intensive workshop was on what happens in fund raising and marketing, and how academic people can get involved in collaborative efforts. Also, UA&M is working to expand its understandings of the Ferris alumni constituency. The first way to get there is a
computerized data analysis of publicly available financial information on alumni. The process involves 100,000 names and performs a wealth screening, so we can prioritize advancement cultivation and solicitation efforts and pursue things systematically. In addition, the division is completing the integration arrangements for a new content management system to improve the functioning of the Ferris website.

**President’s update** – *Dave Eisler*. It has been a wonderful opportunity to be a part of sharing the successes with areas around campus. Your work, and the work of your members, is very much appreciated. Our strength is in the work that you do and what your members do.

*Tom Weaver* – Thank you to Jerry Scoby and Dave Eisler for their assistance regarding the individual stricken with a medical issue.

**Adjournment**: At 9:58 a.m., the meeting was adjourned.

**Submitted by**: Karen K. Obermier