Call to Order

President David L. Eisler called the meeting to order at 8:26 a.m.

In Attendance

Shelly Armstrong, Amber Balmer, Rick Christner, Dave Eisler, Don Flickinger, Rick Griffin, Karen Obermier, David Pilgrim, Miles Postema, Melissa Sprague, and Tom Weaver.

Discussion Notes – the discussion notes from October 1, 2008 were reviewed. No changes were noted.

Birkam Health Center update – Melissa Sprague reported that approximately 440 flu vaccines were provided to FSU employees. They have used all of the injectable vaccines. Melissa has developed a PowerPoint for students regarding STD’s. They are responding well to the program. They were seeing several cases of mono before the break, but it has gone down now.

Academic Senate update – Rick Griffin reported on another successful year of Academic Program Review. He extended his appreciation to Doug Haneline and the entire committee, as well as the University Curriculum Committee. As a result of Academic Program Review, the Senate Executive Committee, along with Vice President for Academic Affairs’ office, work together as a task force to thoroughly review the academic programs. He extended his appreciation of the leadership of Don Flickinger in his approach to addressing the General Education issues. Dave Eisler noted he was very pleased to see such a collaborative and cooperative effort. Rick Griffin indicated that the Senate is excited about continuing these efforts. David Pilgrim requested that the Diversity Office be included in the Academic Program Review process, as part of the University Diversity Plan includes this area. Rick Griffin noted the positive changes to the process. Don Flickinger indicated that this task force will be a fairly large facilitating and synthesis group. No one will be excluded if they wish to participate.

AFSCME update – Tom Weaver noted he was happy to be back at the Leadership Council table. Extending his appreciation of Rick Christner and Warren Hills, Tom was pleased to announce the continued growth in the Physical Plant. He noted a training program that has been started for students to see if they are interested in working in the Physical Plant area. They interview the students and direct them to taking particular classes, if needed, as many individuals in the Physical Plant will be retiring in the next five years. They need to look toward replacement of these individuals. Tom suggested that in the Dining Services area we take a look at our
Hospitality Management students for similar programs. Tom indicated they would like to see something in training policies regarding how you work in and encourage a pleasant and cooperative working environment, including how you work, what you say, how you act around everyone, etc. He noted the annual party for MOARC is on the 23rd in Westview; AFSCME is on 22nd, both from 2-4 pm in Westview. He suggested that former employees join in on these events. Those that have retired should be recognized. There is also a Custodial potluck coming up during 3rd shift. He noted that Kevin Jackson is doing a great job. They are also looking at the requirements for the 24/7 operation of the University and are looking to implement a plan in six months.

**Administration and Finance update** – Rick Christner reported that they are building off the dining services employees and adding to trades. They are giving employees a chance to move up in their fields. A survey was conducted regarding the University’s readiness for Ferris Connect. From the results of that survey the University will be moving ahead with Ferris Connect support. (Ferris Connect relates to all of the online learning systems.) They are working on Physical Plant projects feverishly; the Rock conversion should begin in March and be completed in August. For the Arts and Sciences Complex, the mechanical systems upgrade, the plan is to get it rolling next year, to be completed by the heating season of ’09. Rick reviewed the two options under consideration for this project. He noted that the IRS has indicated they are very interested in higher education and how they operate. He received a questionnaire from the IRS, with the information being based on the 2006 fiscal year. He noted we are not the only University in this state that received the questionnaire.

**Governmental Relations and General Counsel update** – Miles Postema indicated that this is the busiest semester he has seen for them in some time. He reminded the Council of the Friends of Ferris Dinner/Auction event on Friday, February 20, 2009, and he will be making his rounds for items and ideas. Tullymore has offered a foursome of golf with Dave Rozema; please notify Miles of any ideas or items that may be available for the auction. Tom Weaver noted he will be sending all their clerical support staff the tickets for Friends of Ferris to assist in selling tickets. Miles noted that there is an individual at today’s Leadership Council Meeting who may be auctioned off for the celebrity harness racing event.

**University Advancement and Marketing update** – Shelly Armstrong noted they have a new Vice President for University Advancement and Marketing, arriving on campus Jan. 15, 2009. He is John Willey from Des Moines, IA. He has over 30 years of experience in this field. His academic background is in History. The Foundation Benefit was another record breaking event with over 580 people in attendance. Mitch Albom was the speaker; they are still waiting to see what the profit numbers are, but they should well exceed what was done in previous years. We will have to look at alternative locations in the future as this event has outgrown the Amway Grand Plaza’s facilities. They are currently working with a group out of the Detroit area, CCS (Community Counseling Service) on a campaign feasibility study. Ferris has not performed a coordinated effort to raise significant dollars. This study has identified the needs; conducted 100 interviews, internal and external, and has had the final report delivered. They are currently working on pre-campaign planning. The recommendation was made not to establish a dollar amount at this time. A couple of years of silent campaigning should be done before establishing the goal. This afternoon Shelly will be talking to SPARC about marketing efforts. They are also
working on emergency preparedness. Tom Weaver inquired about the most recent Ferris Foundation report and noted he did not see Ferris Local 1609 in the list of endowments. Shelly will check into this. Dave Eisler noted that during this past weekend the emergency preparedness system was tested and it worked. They had 300 new sign-ups after this weekend.

Student Government update – Amber Balmer reported on a great semester. They are having a holiday food drive (an RSO competition). They are not at the end of the competition and they have already raised 2,700 lbs. of food. There are three other events Student Government will host, which will include the food drive: The Reason for the Season, the orchestra event, and Dr. Burcham’s party. None of the food from the halls has been collected yet. They are looking at reaching a goal of 3,500 lbs. and possibly exceeding it. Amber will have an additional update when the food drive ends. A Student Government Leadership workshop was held, including EOC training. They did more counseling center training and a critical thinking workshop. The Student Government from Evart High School attended one of the Ferris Student Government meetings. Ferris’ Student Government is looking at partnering with their student government. If they spark interest from local student government groups from other area High Schools they can make it into a conference. They had a bike rack report prepared and sent out to the grounds. Their Campus Affairs Committee took pictures around campus and put together a 23-page report on bike racks. Their big event – houses. Students sign up in teams and go to houses to do maintenance, or help in any way needed. They worked on 50 houses. They were approached by Jon Shafer in housing with issues of racial tensions on campus, especially after the election. He asked for help; they held discussions on what to do. They are looking at preparing a resolution to come into the FSUS classes and speak on the topic of diversity. Amber suggested it should be required teaching, not elective.

Diversity Office update – David Pilgrim indicated he has been working on the Diversity Affairs document. He will present the highlights of it at today’s SPARC meeting. He distributed a document regarding the mini grant program. The faculty/staff version is up and running on the website. Other things they are doing: The Office for Minority Student Services’ Relocation Committee has made their recommendation. It has been approved. The Physical Plant leaders met – David does not know what it looks like. David noted that last night there was a Native American Dinner, with John Pasquantonio. David was appreciative to see that people felt like they were being honored at this dinner. The University has struggled in keeping Native American students on campus. Scott Herron and Carrie Weis identified the artists and asked them to come out. The room was surrounded by art, and art was added by Ferris employees. David noted they have had some problems in the residence halls. He is appreciative that residence hall staff has been proactive in scheduling open discussions regarding diversity issues. A number of Facebook incidents and graffiti incidents have started. Many attended the discussion, but it was civil throughout. This past weekend he talked to Native Americans in the Detroit area. They were adamant about Ferris offering a Casino Management degree. Dave Eisler noted that we can teach everything about running a facility but we do not teach gaming.

Amber Balmer noted that regarding the Native American students, the reason the University is having difficulties keeping Native American students on campus is because they are having difficulties going through the process for the Native American Tuition Waiver. Dave Eisler
asked Amber if she would pass along the information to the students to take their Indian Tuition Waiver information to the administration to find out why it was not working.

David Pilgrim noted that the First Lady’s Closet is looking at opening in January. They are hoping to staff it with a student. Dave Eisler commended Pete’s Cleaners for their assistance with this project. Anyone can drop clothing off at Pete’s or at the Diversity Office. David indicated they are in need of shoes and ties. David has been meeting with Luzia Tartari, Janelle Lockwood, Jon Shafer, Lori Helmer, and individuals from Administration and Finance regarding issues like storing international students’ material and providing their housing over break. They are close to coming up with something that will work. The issues in Dining Services were largely communication issues. The policy of making them live in dorms and having a meal plan may be detrimental for international students. David extended his appreciation to the residence halls for running a competition to raise funds for the Jim Crowe Museum. Regarding the flyer inserted into the Torch (“trash bash”) - in the next edition of the Torch there will be letters to the editor and responses to the flyer. David will be appearing on a TV show; they will address the Torch flyer issue. Many people assume the Torch is a University paper, so it is a good opportunity for dialogue.

**Academic Affairs update** – Don Flickinger indicated they are working on the implementation of our MACRAO policy. They are having good, open and honest discussion with the Deans. There is excellent collaboration, more now than there has ever been. They are introducing a new Allied Health Associate’s degree, with the purpose of giving students the opportunity to have a place until they get formally placed in their degree program, and to provide students the opportunity to utilize TIP funding. The College of Pharmacy is rewriting the PharmD degree. Phase 5 of the classroom/laboratory renovations is starting now. They have moved through several phases; they are listening to faculty and are able to get more work completed based on the estimates from the firms due to competitive pricing. Two follow-up labs in the College of Technology were put back on the list. Representatives from the FBI were here again with a 2-day training session for the Behavioral Review Team to prepare them to be a threat assessment team. He noted the collaboration of everyone around the table, and they are learning to ask the questions and know what can be communicated and how in order to respond quickly.

**President’s update** – Dave Eisler indicated that SPARC meets today. The topics that will be covered are marketing, diversity and assessment. SPARC meets the first Wednesday of each month at 3:00 p.m. Last month’s discussion was regarding master planning. Neumann Smith was on campus. They talked to over 400 people. They will be back in January/February in order to get a plan to the Trustees by their March meeting. One issue is student housing. Regarding searches: They have filled the Vice President for University Advancement and Marketing position; for the Vice President for Administration and Finance, the second candidate withdrew; they brought the 4th candidate back in; and they are hopeful to have a decision before the holidays. Work continues with the Ferris Faculty Association on the guidelines for an improved faculty/staff relationship. They are working together in a positive way. These are good faith efforts, but there are no promises or guarantees. Budget reduction: the State is in trouble. The auto industry is obviously in trouble. Job losses are up to 600-700,000 in Michigan. The Governor may have an Executive Order for us, likely to come sometime in February. It could be March before we know for sure. We are holding back 1% in funds in preparation for cuts. This
also affects the filling or not filling of positions. There may be a mid-year budget cut from the State. For the upcoming year we need to focus our efforts on enrollment. There are fewer students graduating from Michigan high schools than ever before. We will increase our transfer scholarships. For the Chicago initiative, we are increasing the radius and we will continue to work on this. Discussion was had on if students don’t make the grade to keep one type of scholarship, they should be able to keep a lower level scholarship. The Michigan State medical degree program is coming to Grand Rapids. We are negotiating for the top floor of the new building in Grand Rapids for our Pharmacy program. It is a good fit, but not inexpensive. Upcoming receptions – the employee reception is next Thursday in the Dome Room. People are excused from work to attend. There is no program. Tom Weaver suggested that all divisions encourage their employees to attend and remind them they are allowed. The reception at Dave’s house is on the 9th. Tom extended his appreciation to Dave Eisler for speaking to a group on campus regarding labor relations. An article was written on the visit.

Dave Eisler noted that they are working with Dave Murray in setting up an Osprey Cam. He also noted that we have met our United Way goal of $60,000.

Adjournment: At 10:00 a.m., the meeting was adjourned.

Submitted by: Karen K. Obermier