Call to Order

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

In Attendance

Alice Bandstra, Dan Burcham, Dave Eisler, Fritz Erickson, Don Green, Doug Haneline, Karen Obermier, Miles Postema, Jerry Scoby, Melissa Sprague, Tom Weaver and John Willey.

Discussion Notes – The discussion notes from October 28, 2010 were reviewed. Corrections were noted and the final notes were posted as corrected.

Birkam Health Center Update – Melissa Sprague. Flu vaccines are still available. Over 400 vaccines were given to employees so far this year, and 165 vaccines were given to students. Five cases of Pertussis were identified. Thirty-nine students came in for the Pertussis vaccine after that. It has been a couple of months since the last case has been identified. A tentative agreement has been reached on the collective bargaining agreement with the Nurses.

Academic Senate Update – Doug Haneline. Recent highlights: Academic Program Review is complete. At the January meeting a report was received from the Provost’s office regarding what has been done based on the recommendations of the Academic Program Review Council over the past several years. On Tuesday, December 14 at 6 p.m. a meeting of the Academic Senate will be held at the West Campus Community Center. Provost Erickson will be in attendance to provide an update on the plans for the reorganization of the Academic Affairs division. All members of the Leadership Council are invited to attend. This meeting is open to the public. The Senate is working on revisions to the Academic Senate Charter to increase efficiencies. The Senate is constantly working on their curricular review process. The General Education Task Force, co-chaired by the Office of the Provost and the Academic Senate, is in its third year. Town hall meetings were held two weeks ago, addressing the subject: What should graduates know? Next week’s subject will be: What should students be able to do? Coming in January: What values should students have? This is still at the outcomes stage. The Provost and the Vice Presidents of other areas at the university were invited to make presentations to the Senate on matters they feel may be important, or that they would like feedback on. So far Provost Erickson and Vice Presidents Burcham and Willey have made presentations to the Senate. Part-timers have been seated and redesignated as Nontenure Track Faculty.

Academic Affairs Update – Fritz Erickson. On December 14th the Provost will be at the Academic Senate meeting. The President and Provost have been meeting with the colleges to discuss processes, seeking to find ways and mechanisms that are open, transparent and encourage broad participation and dialogue. The driving force of this is due to the number of
Interim Dean openings that we have. The meetings have been well attended with good participation. As the next academic semester is launched, a process will be established to review our grants operation. A consultant may be brought in to perform an analysis to determine where our grant strengths are. The resulting information will help determine what support mechanisms will be needed to support increased external funding opportunities from grants.

Nontenure Track Faculty Organization Update – Alice Bandstra. Two committees have been established: The Bargaining Committee and the Organizing Committee. The Bargaining Committee is working on a proposed contract to bring to the University’s team. A lunch date has been scheduled with the University’s negotiating team for the beginning of January. The organization is hopeful they will be ready soon after that to begin discussions on the contract. The organization is setting up informational tables in the IRC connector and FLITE on December 8-9. Dues for adjuncts are projected to be 1.9%.

Administration and Finance Update – Jerry Scoby. Work continues on getting the Optometry building ready for classes in January. The project is on schedule and tours have already begun. Pennock Hall will be demolished this summer, after commencement. The Division of Administration and Finance is looking at positions that were put on hold due to the Early Retirement Incentive Program. The goal is to have positions ready for July. A process is being reviewed to best deploy funds that will help our staff better serve the students. The Energy Task Force has had two meetings. The primary focus is on behavior change. One of the items the group is promoting is metering at the building level. Saturday was a fun day for athletics: FSU beat MSU at hockey; both men’s and women’s basketball teams won; and women’s cross country came in 8th. In response to an inquiry from Tom Weaver regarding Ward Hall, Jerry indicated that students were not placed in Ward or Masselink Halls this year. There was not sufficient demand to fill the beds, making it a good time to do renovations in the halls in preparation for August.

University Advancement and Marketing Update – John Willey. In the last six weeks efforts have picked up in intensity, with the renewed resources the division has to work with (lists of people who are credible, who may be able to make commitments to the University that may be meaningful.) The division is in the middle of their “annual giving” campaign, trying to build leadership levels of giving ($1,000 or more). Efforts are being made to close the gap in funding for the new Optometry building. As individuals have an identification with particular “things,” we encourage support of those things. The Foundation Board had an excellent discussion in late October. The new billboard campaign is up. A television ad campaign is going on all over the state. The new message conveys: “Ferris is on board for Michigan. Let’s go.”

Governmental Relations and General Counsel Update – Miles Postema. Friends of Ferris, a community political action committee, will hold their annual dinner/auction on February 25, 2011. All council members were encouraged to attend, to purchase tickets, to donate items, and/or to bid on items. They have been instrumental in our efforts for the Optometry building.

Student Affairs Update – Dan Burcham. Dan appreciated the opportunity to address the Academic Senate. The OrgSync program allows students to build a co-curricular transcript. It creates an atmosphere where faculty can get assistance with recognizing activities outside of
class that may be relative to the actual classes. Eight thousand students have signed up. Faculty members have provided many ideas of how to use this opportunity. Our application numbers are the best we have ever seen. Dinners are being held for the WNF scholars and their parents. The Osprey Cam has a significant added value. Dawg Days are going very well. It is rare not to hear about The Big Event at Dawg Days tables. We are doing very well with the Great Lakes scholarships.

Extended and International Operations Update – Don Green. International enrollment continues to grow. This fall there was a 39% increase in first year students. Much of this is due to the new Intensive English program that was rebuilt at Ferris. We are expecting to see more Chinese students here because of our Intensive English program. For regional sites the focus has been on trying to increase transfers from community colleges to Ferris. Open houses have been held at Delta, Mott, LCC and GRCC. We are seeing an increased demand for regional sites. Online demand continues to grow. We need to bump up our services for those students taking courses online. SPARC’s Ferris First Committee will be having its first brainstorming meeting on Saturday, December 11 from 10-3. The purpose is to come up with new creative ideas to move forward or solutions for pressing issues.

AFSCME Update – Tom Weaver. Contract maintenance is being performed right now. Tom expressed his concern relative to a feeling that the University was trying to create a less skilled labor employee and workforce in AFSCME. He expressed that if employees are cross-trained, this could create a need to bargain for a higher rate for those employees, or the employees may actually not be as skilled in their individual areas as they are now. The discussion should not be one of coercion into agreeing to a handyman concept, but rather one of decision making, with input from all parties. Tom indicated the unit is experiencing difficulties in service levels and is looking forward to filling the positions from the ERIPs. Two doors/locks positions will provide for faster address of key issues. Jerry Scoby indicated that five new positions are scheduled to be filled by mid-January.

Diversity and Inclusion Office Update – David Pilgrim. David distributed the most recent copy of the Diversity Newsletter, noting page 9, which talks about the Diverse Workforce Task Force. Goal 3 is to increase the recruitment and retention of underrepresented employees. One of the purposes of the Diversity and Inclusion Office is to monitor the University’s progress toward implementing the Diversity Plan. The diversity reports from the colleges and other areas across the University are coming in. This year’s report will be called Diversity at Ferris 2010. Another purpose of the office is to facilitate new initiatives. Delores Huerta’s presentation, along with the presentation of Mr. Ipek, was met with some audience incivility, so a group was formed to develop a campaign of civility on campus. By the next time the Leadership Council meets, the video should be available. The First Ladies’ Attic needs men’s suits and jackets. The sizes at the ends of the spectrum need donations. David now has his own mentee through the Ferris Youth Initiative. This is getting attention from the State of Michigan. We are focusing on the relationship between the mentor and the mentee. Efforts continue in raising funds to relocate the Jim Crow Museum. A college student from New York is working on their thesis relative to the museum. The President of the DTE Foundation announced they are going to contribute $250,000 toward the construction of the new museum.
President’s Update – Dave Eisler. We have had success with our Pharmacy project in Grand Rapids. This is the only time Dave has seen capital outlay approved during lame duck session. He extended his appreciation to Michelle McManus for her work on this project. We will have signage along I-96 in Grand Rapids. The legislature did not pass the community college bill. Fritz Erickson is working with faculty in the College of Engineering Technology to create a Bachelor of Science degree in concrete technology at Alpena Community College. Board elections were held in November, with Ron Snead as Chair, Sueann Walz as Vice Chair, and George Menoutes as Secretary. Alisha Baker will chair the Academic Affairs/Student Affairs Committee, and Dr. Bill Lakin will chair the Finance Committee. The Board is meeting in December, with an agenda to include the Nurses contract, room and board rates, the pharmacy project, and some academic programs cleanup. The Board has asked the President to create a dashboard which will be shared with them, then with the University at a session in January on campus. There has been some press about graduation rates. The Chronicle did a survey that showed we were in the top 10-12 most improved in graduation rates, 2002-2008. In fact, we have improved from 28% to 43%. Dave has been holding budget forums on campus, noting that we are not cutting budgets any more at this time. We are not hearing any more about mid-year cuts; however, it still needs to be watched. Two things are being heard from Lansing that need to be watched carefully: 1) The discussion of a 2-year budget, and 2) not funding legacy costs/zero based budgeting. Good things are being heard about higher education, but there is no transition team working on higher education. The group is very well organized. It appears the State is going to be run like a business. Dave is working on a regional effort called Talent 2025. There are 60 companies in West Michigan that have bought into this. The CEO of Haworth and the COO of Amway reached out to the college and university presidents, the goal being to raise the number of college educated people in the State of Michigan. The extended goal is to have 1% more college educated people in this region, each year, for the next 15 years. On December 9 the employee holiday reception will be held from 3-5 p.m. in the Dome Room. There is a reception at Dave’s house on December 10. On Monday night the 13th there is Pancakes With the President. All are encouraged to attend these events.

Adjourned 9:45 a.m.

Submitted by: Karen K. Obermier