

Strategic Planning and Resource Council
Executive Committee
July 29, 2014
MINUTES

Dr. Reese opened the meeting at 8:05 A.M. in Wingo Hall 211

Members present:

Dr. Nancy Reese, Chair
Dr. Tammy Rogers, Chair Elect
Dr. Don Bradley, President, Faculty Senate
Mr. Chad Hearne, President, Staff Senate
Ms. Ashley Ross, President, Student Government Association

Business:

- A) Approval of Minutes from July 7, 2014 Meeting
 1. Chad Hearne moved to approve. Ashley Ross seconded the motion. Motion passed, all in favor.
- B) Topics for Discussion
 1. Doodle poll for the SBAC meeting reflected that Aug. 14 was not a good date. Results from poll have indicated that there are not enough to form a quorum but many respondents said that they could come to the Aug. 21 meeting. Faculty Senate is meeting on the 28th. SBAC will tentatively moving meeting to the 21st during X-period. SPC will meet on Aug. 7th. Dr. Reese will e-mail to ensure that enough will be able to form a quorum and ask Mr. Bunny Adcock to attend.
 2. Re: SBAC
 - a. Discussion about moving the following items out of the new funding proposal process and putting them in the routine operational budget in order to make for a more effective use of time when SBAC meets.
 1. Step raises for faculty promotions
 2. COLA – if money is available
 3. Disability Support
 4. Merit and Equity Pool
 - b. Concern expressed about the perception of faculty/staff regarding removing the topic of compensation from the forefront of discussions with the BOT.
 - c. The committees that work on compensation should bring forward their recommendations and prioritize those items that are discretionary.
 - d. Diversity Task Force should be ready to report. They should make their report prior to any motion being made about DSS.
 - e. SBAC meeting will be September 11. Bunny Adcock will be invited to August meeting to address questions about salary discussions at the BOT level. Arch Jones can make his diversity report in September.
 3. Reports Needed for SBAC
 - a. Cash Position Report – Dr. Rogers is not sure if this is the most informative report for the SBAC because it reflects only one piece of the financial status of the university. It outlines what is left over after the business of the university takes place. It would be more beneficial to look at the various forms of revenue and

expenses. She suggested that pie charts about revenue structure – private donations, funding from the state, student tuition and fees, etc. would be a more accurate assessment of the financial wellbeing of the university. Pie charts provide better visualization and understanding of the financial picture.

- b. Drs. Reese and Rogers will try to set up a time to meet with Diane Newton prior to the September meeting to discuss possible options for presenting budget information.

4. Process Time Lines

- a. Dr. Rogers solicited input from her colleague, Dr. Michael Hargis, the Dean from the College of Business, due to his work as a consultant for various companies regarding their strategic plans. Based on his experience and recommendation, she feels that we need to plan for about 1 ½ -2 years. Education is needed regarding “operation” vs. “strategy.” Operation measures the overall health of the university and strategy outlines where we are going and how we are getting there. To understand the big picture, some education needs to be done at the BOT level and also at the grassroots level about the process and the focus. We need to revisit core values as well as the vision and mission. Are we sure the vision is right and looking at strategy and goals to accomplish it. Select specific goals to achieve. Get feedback from top and lower levels to see how we are achieving the goal of producing students that employers will want to hire. This coming year will be gathering information and the following year will be making recommendations for any necessary changes. Next effort will be getting the President and executive team on board to act upon the recommendations made.

- b. Another piece that Dr. Rogers feels is missing is a process for continuous improvement and review. External accreditors usually have timelines for how frequently one should go back and revisit the mission, what things might trigger a revisit early, change in leadership, change in accreditation standards etc. Core values should probably only be revisited every ten years but the strategy needs to quickly react to the market and competition. Higher Ed is a changing environment and we need to be responsive to those continuous changes. Our current process does not allow for immediate responsiveness. Ex: faculty hiring. If increased enrollment dictates an increase in faculty, our process takes about two years before that void can be filled.

- 5. SPC meeting Thursday, Aug. 7. Doodle poll will be sent to SPC members to have an electronic meeting if there will not be a quorum to approve minutes.