

Strategic Plan Committee
Minutes of the Zoom Meeting
Friday, April 19, 2024

Attendees: Patricia Poulter (Chair), Jennifer Ruud, Brent Shires, Jacie Lemons (for Lilly Moritz), John Toth, Stephen O’Connell, Michael Hargis, Robin Williamson, Curtis Barnett, Lori Ross, Amber Hall (NV) and Suzanne Massey (NV)

Not in Attendance: Vaughn Scribner, Colby Wilson, Whit Ables, Kylie Garritty, Matt Moix, Shawn Charlton, Courtney Bryant, and Trisha Clark

Business:

Provost Poulter called the meeting to order at 3:04 p.m.

1. Proposed language change for Goal Three of the UCA Strategic Plan – Provost Poulter
 - a. Dean Hargis made a motion to approve the proposed amendment that “UCA will prioritize attracting and retaining employees at competitive market salaries”. Jenny Ruud seconded the motion. Discussion followed:
 - i. Should salary compression be addressed as well or is it implied? Leveling up all salaries is temporary and an on-going problem for any non-unionized business. The Strategic Plan goals are fluid and on-going which allows the university to adjust as needed and since there are standing committees that consistently review faculty and staff salaries this need not be a static decision. It is understood the term “competitive” encompasses issues such as salary compression.
 - ii. Provost Poulter called for a vote. The motion passed, all in favor.
 - iii. The new amendment will be added to the Strategic Plan and presented to the Board of Trustees in May.
2. UCA Peer Institutions – Amber Hall

Amber presented a list of 19 peer institutions from across the country who share similar KPIs in graduation rates, one-year retention rates, Pell grant metrics and minority enrollments. The Carnegie classification and HLC accreditation status were also considered when compiling the list.

 - a. Stephen O’Connell made a motion to accept the proposed list. Brent Shires seconded the motion. Discussion followed:
 - i. Why isn’t Arkansas State University on the list since the previous list of Peer and Aspirant Institutions included them? Amber indicated the Carnegie Classification for ASU had changed to a doctoral / high research institution.
 - ii. Amber called for a vote. The motion passed, eight in favor and one abstaining.
3. Key Performance Indicators – Amber Hall

Amber presented the updated and on-going KPIs.

 - a. John Toth made a motion to accept the KPIs. Lori Ross seconded the motion. The motion passed, all in favor.
 - b. The KPIs will be presented to the Board of Trustees in May.

4. Other Business

This is the final SPC meeting for Provost Poulter. As the in-coming Provost, Michael Hargis will chair future SPC meetings and will appoint a new representative from the Council of Deans.

Provost Poulter adjourned the meeting at 3:46 p.m.

Respectfully submitted,

Suzanne Massey