**Leadership Council Minutes**

**October 28, 2015**

Present: Chancellor Andrew Leavitt, Courtney Bauder, Scott Beyer, Sylvia Carey-Butler, Jamie Ceman, Susan Cramer, Lane Earns, Lisa Goetsch, Tom Grogan, Chuck Hermes, Charlie Hill, Marci Hoffman, Sharon Kipetz, John Koker, Karl Loewenstein, Rich Marshall, Ameerah McBride, *Laura Knaapen for Anne Milkovich*, Kay Neal, Leslie Neal-Boyan, JoAnn Rife, Reggie Parson, Art Rathjen, Petra Roter, Jordan Schettle, Darryl Sims, Tom Sonnleitner, *Shawna Kuether for Laurie Textor,* Carleen Vande Zande, Lori Worm, Frederick Yeo

Absent: Brandon Miller, Jennifer Watson

Guests: Ryan Haley

1. Call to Order

Chancellor Leavitt called the meeting to order at 2:00 p.m.

Chancellor reported we are honored to be selected by the show ‘Voices in American’ for a short segment to be aired on PBS. A film crew will be coming later in the spring, and the main focus will be on sustainability.

1. Process for determining sizes and usage for academic spaces on campus – Kay Neal

A question of process and faculty involvement into such decisions was held. JoAnn Rife spoke to System requirements and decisions that have to be used, as well as current method and processes for this matter.

1. Mandatory Sexual Harassment/Title IX training – all employees – Ameerah McBride

Ameerah reported on the list of employee training programs, and encouraged staff to attend them!

1. Organizational restructure post retirement option program – Ameerah McBride

Ameerah inquired about the current organization chart to better understand where positions are housed officially and for clarification on which division/areas changes may have upcoming changes.

1. Students of color and campus climate issues – Ameerah McBride

Current and upcoming listening sessions help gather feedback and any data collected will be shared with Ameerah. The Campus Climate Survey is set to come out this spring. It will have 95 questions, possibly some incentives for completion, and hopes of a large completion rate from staff and students both.

1. Strategic Planning – Lane Earns

Provost Earns reported the Action Teams have been formed and have a goal of completion for their work is the end of the calendar year. The Action Teams will be different that Implementation Teams.

1. HR Update – Shawna Kuether
   1. Telecommuting - Should have on file for staff that are

Shawna reported that they key role is the supervisor of the employee and the forms that does need to be completed for HR. The current form can be found on line. Discussion related to the pros and cons of such allowances was held.

* 1. Tuition Reimbursements – nothing to report yet, as they are still working on it.

1. Additional Items
   1. Study Group Updates: Forums, governance group meetings, and departmental meeting are all very productive.
      * 1. IMC: Identifying staffing challenges and reporting lines are their challenge
        2. IT: Centralization and resource concerns are their challenge
        3. Budget: Complexity and details are very important as they continue to research
        4. Financial Business Processes: Will begin after the budget committee has set its recommendations as they may be working together on some areas.
   2. Provost Earns reported that the salary equity process related to merit for faculty is still being determined.
   3. A reminder of the upcoming Teaching and Learning Summit was made
   4. Darryl Simms noted upcoming sporting events, encouraging attendance as well as support!
   5. The November meetings may be canceled, be sure to look for correspondence
2. Announcements - None

1. Next meeting – Wednesday, November 11, 2015
2. Adjourned at 3:50 pm

Respectfully submitted,

April Dutscheck