**Leadership Council Minutes**

**March 9, 2016**

Present: Chancellor Andrew Leavitt, Courtney Bauder, Scott Beyer, Sylvia Carey-Butler, Jamie Ceman, Lane Earns, Lisa Goetsch, Marci Hoffman, Charlie Hill, Sharon Kipetz, John Koker, Karl Loewenstein, Rich Marshall, Ameerah McBride, Anne Milkovich, Brandon Miller, Kay Neal, Leslie Neal-Boyan, Reggie Parson, JoAnn Rife, Petra Roter, Darryl Sims, *Sabrina Johnson for Laurie Textor*,Carleen Vande Zande, Lori Worm, Greg Wypiszynski, Fredrick Yeo

Absent: Tom Grogan, Chuck Hermes, Art Rathjen, Jordan Schettle, Tom Sonnleitner, Jennifer Watson

Guests: Ryan Haley, Kate McQuillan

1. Call to Order

Chancellor Leavitt called the meeting to order at 2:05 p.m.

1. Petra Roter introduced Kurt Leibold, the new Chief of Police for campus. Chief Leibold then gave a brief update of whom he is, his work history, philosophy over the years, and goals and plans for his work here.
2. Athletics – Darryl Sims – Winter sports have wrapped up. He noted the very successful season for a number of teams and expressed his pride in the great group of athletes here at UWO.
3. HR Update – Laurie Textor (Sabrina Johnson)

A – “Creating Inclusive Communities” CUPA HR Toolkit – <http://diversity.cupahr.org/> -To be updated at a later date

B - Salary Equity – The CUPA data is being used to determine outcomes. Meetings with the Vice Chancellors, timelines, and strategies to move forward are being determined. The tentative goal to have it determined by is May 1.

C – ACA (Affordable Care Act) Update – Human Resources have held several open forums for staff, with good attendance and discussion held. A separate open forum for students is upcoming. Insurance monitory, lump sum payment mechanism, and a tracking and hour logging process is being established to help stay in compliance.

D – FLSA (Fair Labor Standards Act) Update – Exemptions for overtime are being considered, comments and concerns are being vetted, a 60 days to comply timeline, and teachers are for sure exempt were discussed.

1. Enrollment Management Discussion Regarding Royall & Co. - Brandon Miller

Brandon distributed a couple handouts related to the Enrollment Marketing Development, Leveraging Pre-College Data, First-Year Persistence Initiative, Membership Offerings, and their Uniqueness and work with Salesforce. Discussion highlights included: Working with the Student Success Collaborative, working with the marketing team for the enrollment management, success rates, possible timeline, admission rates, and funding.

1. Strategic Planning – Chancellor Leavitt – Chancellor thanked Provost Earns for all his hard work he put into the Strategic Plan. He noted that it turned out fantastic and is very happy with all the areas! July 1st is the goal for full implementation. He pledged to stand behind this plan and fully support it. UWO’s Mission, Vision, and Values are all listed in it. He then answered questions from council members and discussed ensued.
2. Additional Items
   1. The Campus Climate Survey is out, so far there is a good completion rate from Faculty and staff, and students are being encouraged to also participate. Discussion included: Student misunderstanding, extension of the survey by a week, and incentives that are offered after completion.
   2. The Bayeux Tapestry will be on campus the 21st. It will be on display and the whole campus and community have been invited to view this piece of history.
3. Announcements –
4. The approval of the new Doctoral program in the College of Education and Human Services.
5. The Board of Regents discussed Tenure at their last meeting.
6. Social Justice Week will be April 11-15. There will be some great speakers, attendance was encouraged.
7. University Staff Development and Appreciate Day is March 24th.  Our very own Dean Koker will be there Keynote Speaker.

1. Next meeting – Wednesday, March 30, 2016
2. Adjourned at 3:44 pm

Respectfully submitted,

April Dutscheck