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Council of Chairs Meeting, March 29, 2012

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Council of Chairs Minutes
March 29, 2012 Drinko 402

ACTIONS NEEDED:

1. Feel free to suggest agenda items.

***Present:** Camilla Brammer, Mike Castellani, Allison Goodman, Jane Hill, Dan Holbrook, Denise Landry, Marty Laubach, Brian Morgan, Jeff Pappas, Jennifer Perry, Bill Pierson, Evelyn Pupplo-Cody, Allan Stern, Sandy Stroebel

*Based on those who signed in and where names could be distinguished from signature.

Mike Castellani called the meeting to order at 3:30 p.m.

Sherri Stepp and the staff from the Student Resource Center reviewed the roles and responsibilities they have on campus:

- In two years, they have had 11,000 student contacts
- As of summer 2012, all undecided students will be advised by the SRC
- The SRC is available for workshops
- Will teach UNI 102
- Assist with student's transition to college, advising, career counseling
- Social support/life coaching

The SRC would like to be seen as a "one stop shop" where students can find an answer to any question and feel "safe" by coming to the center.

TECI Room discussion: 20% use rate last year; faculty didn't know how to use the systems.

For the 2012-13 academic year, all COC meetings will be on the first Thursday of the month from 3:30-5 p.m.

A wide-ranging discussion occurred regarding the university's hiring process:

- Is it possible to tell selected applicants the salary, or at least the salary range, prior to bringing them to campus? Would save a fair amount of money in the long run.
- Deal with spousal hiring questions earlier in the process.
- Are the policies and practices we are currently using state and/or Marshall ones?

- The process can drag on so long that we lose candidates.
- Many inconsistencies in our processes were discussed.

It was decided that Mike would accept observations about our hiring processes from the chairs, collate them and present them to the provost. Mike would also request representatives from Human Resources to attend a meeting in the fall for a Q&A session.

It was agreed that the people in HR are well intentioned; it's the policies that are problematic. The processes need to be proactive toward hiring faculty, not working against it.

New Chair Training: the COC would like to be involved in this training. Stress to Corley Dennison that this should occur.

Leadership Academy: Not everyone knew about this opportunity.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Jeff Pappas
Vice Chair/Recorder