

Academic Deans' Council

May 11, 2021

Provost's Conference Room – Zoom Meeting

Minutes

Present: S. Clouse, C. Jones, J. Klingemann, L. Mayrand, N. Negovetich, R. McCabe, M. Salisbury, P. Swets, A. Tiger, D. Topliff, J. Wegner.

Minutes:

1. Topic: Minutes from April 27, 2021.
Minutes approved.

Announcements

- The Provost and Vice Provost will attend as many end of year activities as they can.
- There may be one or two Regents at the graduation ceremonies but the schedule is not finalized yet. There will be at least one at each ceremony.

New Business:

2. Topic: Faculty and Staff Raises (D. Topliff)
 - D. Topliff informed members all raises will now be based on merit. There will no longer be a blanket raise for everyone. Not everyone will get a raise. A 1% pool has been identified. Details for distribution are being worked on. More information will be forthcoming.
 - Staff evaluations are June 1, 2020, through May 31, 2021. Instructions on how to evaluate and rank staff will be sent out. Evaluations are due June 15.
 - Faculty evaluations done in September 2020 will be used. A. Wright will send department chairs a spreadsheet listing faculty members and their current salary. A total amount the department has been allocated for raises will be stated on the spreadsheet.
 - Deans will be tasked to evaluate all direct reports including department chairs and non-faculty staff. Deans will forward evaluations to the Provost for review and approval.
 - There was some discussion. Great concern was expressed over timing of this new procedure and lack of notice, preparation, and training.
 - The Provost said he will take member's feedback and concerns to the President and other vice presidents.

Adjournment