

## **Academic Deans Council**

February 26, 2019 9:30-11:30 am

Faculty Senate Conference Room 340 Rendezvous,  
Meridian 683, Idaho Falls Bennion

**Attendance:** Laura Woodworth-Ney, Selena Grace, Karl Bridges, Lyle Castle, Alan Franzt, Cindy Hill, Katherine Kangas, Patricia Marincic, Laura McKnight, Scott Rasmussen, Lyn Redington, Scott Scholes, Anita Smith, Joanne Tokle, Karen Wilson Scott, Dotty Sammons-Lohse, Kandi Turley-Ames, Robert Fisher, Hossein Mousavinezhad, Rick Wagoner

**Excused:** Rex Force, Anna Howell, Vincent Miller, Christopher Owens, Scott Snyder, Chris Vaage

**Guest:** Kent Tingey, Brian Sagendorf, Ray Ludwig

**Recorder:** Erin Selleneit

### **I. Plus Delta Partners**

Tingey explained that Advancement and Development has contracted with a company called Plus Delta Partners to work with development officers. Discipline and Frontline Fundraising is the program that development officers will start March; this is a 9-month program. Universities that have used this program have been able to increase fundraising by 35% and they were able to decrease the time between cultivation and the receipt of the gift by 25%. The objectives are; better understanding of the fundraising perspective, understand and facilitate affective and disciplined fundraising process that yields the right results and is repeatable, develop donor engagement around specific priority's, spend the right amount of time with the right prospects, and effective solicitation moving from cultivation to solicitation in a disciplined manor with a high awareness of donor timing. The outcomes are; ability to maintain the donor gift officer interaction, a clearly defined repeatable fundraising process that we follow as a university, and the ability to craft compelling and effective communications. Tingey asked Deans' to meet with their development officers weekly and discuss prospects and progress. The program is being funded half by the university and half by the Foundation.

## **II. Development Discussion**

Castle talked about outreach centers not having development officers, but there are development opportunities at these centers. Outreach centers will work with the college or unit development officer that are of interest to the donor. Tingey discussed the university understanding that development is not a cost center but a revenue producer. We need to increase our development team, build relationships with donors, and build our endowment.

## **III. Student Appeals**

Woodworth-Ney discussed the State Board of Education (SBOE) changing their student appeal policy. The SBOE has always been the final appeal for students once they have exhausted appeals on campus. The university is seeing more appeals going to the SBOE. When a student appeal goes to the SBOE, you will get a notice from the Provosts office with the steps we are taking to address the appeal. We have received directives that need to be included in our appeal when it goes to the SBOE. The ISU policy will be reviewed to determine if changes need to be made. If we change our policy, Faculty Senate will review the policy.

## **IV. Office Space ISU-Meridian**

Marincic talked about the lack of office space on the Meridian campus. It is projected that several programs will be expanding to the Meridian campus in the future. The Director of the Education Outreach for Idaho Educational Services for the Deaf and the Blind called and was interested in having a preschool for the deaf and blind on the Meridian campus. This would be a great opportunity for our Meridian campus. The Strategic Planning meeting for Meridian will take place in May. Woodworth-Ney stated that we need a larger conversation that is part of the master planning process which Facilities is kicking off concerning what other space needs we have in Meridian and how we will address them long term. We need a five-year plan for those space allocations.

## **V. Job Market Analysis**

Sagendorf shared preliminary data on compensation and market information. Human Resources received updated market information from CUPA salary survey. The comparison group that we typically use is based on Carnegie Classification, Public Institutions, Doctorial Research moderate activity. Woodworth-Ney stated that the university will revise the peer list and will submit a new list to the SBOE. The new peer list will be discussed at the October SBOE meeting. Sagendorf went over the median salary comparison for Administrative, Professional, Exempt Staff, All Faculty, Assistant Professor, Associate Professor, Professor, and Classified Staff. We are

trailing the market with Professor Salaries. The greatest concern is with classified staff compensation, we have lost ground over the last year. We will be receiving some Change in State Employee Compensation (CEC) guidance from the Idaho Division of Financial Management. They will give us high-level guidelines of how we will use the CEC. Part of the guidelines are that we have a merit matrix that uses classified staff performance ratings and their compensation ratio to determine classified staff increases. We will need to have a plan of how we will use our CEC.

**VI. Information Items**

Grace will present Program Health and Sustainability draft model to Faculty Senate at their March 11, 2019 meeting. We want to have a pilot program in each college so we can identify anything we overlooked. The pilot program would start in fall 2019 and full implementation would be in fall 2020. Woodworth-Ney discussed three-year plans. Three-year plans should include new proposals and closures. Hill shared that Momentum Pathways information is available and can be shared with colleges. Wagoner talked about Faculty Senate having all senators stand for reelection with the new Faculty Senate Constitution passing. Faculty Senate will vote on this on March 11, 2019.

**VII. Action Items from last Meeting**

None

**VIII. Important Dates & Deadlines**

Three year plans due March 8, 2019

Idaho Business Leader of the Year March 14, 2019

Tech Expo March 14, 2019

Research Symposium March 29, 2019

**Adjournment 11:33 am**