

CABINET

August 19, 2008

10:00 a.m.

Havens Room

New Business

Concerns were raised about salary increases being given to staff without a well-defined procedure. The Compensation System Initiative (CSI) recently rolled out a new compensation program for Professional Staff. The program is the result of CSI which entailed a full review of the Professional Staff compensation system. However, the program did not include clerical and technical staff. Steve and Gerry have been asked to work with Jerre Fercho on developing a campus approach to reviewing staff compensation to move the campus closer to market minimum per the CSI initiative.

Impact of Enrollment on Budget --- Tim

We will not make budgeted credit hours for the fall semester and we did reach budgeted credit hours for Summer II. Any projected salary savings for 2008-09 will first have to be used to offset the shortfall of income. Not reaching budgeted credit hours in the fall also makes it highly unlikely that we will reach budgeted credit hours in the spring semester.

Diversity Plan & Report --- Gerry

Gerry reviewed the Diversity plan and Diversity Report. Every IU campus is required by the Board of Trustees to create a diversity plan. IU Kokomo was paired with IU East to complete a diversity assessment.

Discussion of Strategic Plan --- Stuart

During the Bontrager consultancy it was observed that campus decision making was problematic and that the campus was not sufficiently inclusive in the decision making process. We look to

the new approach we are taking in the centrality of the Administrative Council to improve and broaden campus decision making process.

Stuart attended the Presidents retreat on August 3-5th. The Presidential Priorities for 2008-2009 include IU Kokomo in the capital request for a new Wellness and Health facility at \$17, 500, 00. Our building sits at priority #5 along with capital requests from other regional campuses. We cannot expect to be included as routine part of the legislative process, but will have to work hard to attract donor support and attempt to leverage regional commitment to the new facility into legislative support near the end of the session; we are planning a November legislative dinner to launch our campaign. The campus will use existing master plan to initiate a land use study that will need to be completed by fall 2009.

International engagements will increasingly be a focus for IU. In the future, most new international agreements will be at the university level and require affiliations to be with institutions that have high regional, national, or international rankings. Increasing funding for student and faculty overseas study will be a high presidential priority.

It may be a benefit to the campus to join AAC&U. It has been about ten years since IU Kokomo was a member. The membership fee is expensive, \$3000-\$4000. Steve will share with the Deans and bring back their responses to the next meeting.

We have decided to cancel the Colombia Club membership. It was costing about \$1200 a year and the campus has not used the facility in many years.

Information Items

Enrollment Update --- Jack

Jack gave a brief enrollment update and reported that the campus is down about 1000 credit hours this fall but is hoping to make these up once classes begin. As a footnote we subsequently learned we are down about 300 credit hours. This is not great but every little bit helps.

The emergency action plan needs the approval of the Cabinet. Members were asked to please review the plan and respond to Tim so we can upload it to the web.