

**CPAC MEETING WITH PRESIDENT WILSON**  
**Conversation Outline**  
**Buchtel Hall - McCollister Room | 3:00pm | August 22, 2016**

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**Attendees:** Michael Spayd, Alison Doehring, Jared Coleman, John MacDonald, Margo Ohlson, Barb Caillet, Chrissy Cooney, Dorothy Gruich, Christine Kolaczewski-Ferris, Cassie Verardi, Myra Weakland, Joe Minocchi, Zak Steiner

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- **Overview of CPAC (purpose, on-going work, profile, past initiatives)**
  - Follow up with Introduction of CPAC members
- **Open ended dialogue around the question “In what ways can CPAC assist you during this transition period and for the next 18 months?”**
  - What ideas have you heard from the Tiger Team or otherwise that have excited you on the direction of UA?
- **Open ended dialogue around the following questions:**
  - In your opinion, what shift in overall philosophy is necessary in order for UA to recover from the last 12 months?
  - What will your approach be to the budget in order to see UA through the next 18 months?
  - With enrollment numbers and the financials being an immediate concern. What other concerns do you believe UA leadership should also be focused on?
- **Individual questions, to make sure that we fully utilize our 75-90 minutes of time with President Wilson:**
  - Other than increasing enrollment and improving the financials, what are other short term goals for UA?
  - You have had great success in your leadership of the Law School. What is your overall philosophy and approach with admissions?
  - We seem to have a strong emphasis on freshman class recruitment. What are your thoughts on recruiting adult, transfer and international students? Should these areas have a stronger emphasis in recruitment?
  - Bargaining unit employees are receiving a pay increase due to contract negotiations. CPs and non-bargaining unit employees are inquiring if they will see a pay increase this year....
  - The Board recently approved changes to the health care plan that will affect all employees. What encouraging or promising words would you offer Contract Professional employees regarding these changes?
- **Last question regardless of how far we get through the questions list:**
  - CPAC is very grateful for the opportunity to speak to you about some of the issues concerning CPs on campus. Do you think you might have an opportunity to hold a Town Hall meeting for all CPs on campus?
- **Discussions/comments throughout the meeting:**
  - **Background:** *The meeting opened with introductions of CPAC members in attendance and President Wilson sharing information about his college education/experience and*

*experiences/opportunities leading him to UA. He also shared information about his time at UA in the Law School and his recent transition into this new role.*

- **Background:** CPAC members were then able to ask some of the pre-vetted questions as well as their own individual questions during the time with the President.

***The following is a short summation of the conversations had and discussions that took place:***

- President Wilson shared his philosophy, similar to that of Disney, where students come first and a personal “hello” goes a long way when engaging and interacting with students and colleagues.
- President Wilson discussed his vision for finding additional ways to connect faculty/staff with students. He mentioned a community outreach/service project day or ways in which students can interact with faculty/staff outside of the formal classroom or office-setting.
- President Wilson expressed a great deal of optimism in the culture/vibe of the institution and his intentions to continue to help move the University forward in a positive direction – for students, staff, faculty, and community supporters
- One of the goals discussed by President Wilson was his desire to avoid staff cuts and to better serve our students...these being two of the top items on his list as he works to help find balance to the budget and ways in which to recruit and retain students
- Attendees were encouraged to help “tell our story” of accomplishments by Departments, units, staff, and students...tell people “why Akron”...why is this a great place to work, study, or be involved with. Discussed centered around positive PR and sharing stories of accolades and “why”
- Another goal or focus area discussed: restoring trust and relationships with the city, University, and students.
- Discussion regarding transparency in communication and how President Wilson will continue to execute a weekly message to campus {Mondays}.
- Discussion regarding enrollment numbers and how each percentage down means millions of lost revenue for the University – finding ways in which to recover and reconstruct
- President Wilson shared his desire to roll out a new non-endowed/non-restricted scholarship program and how calls will come to campus and the community to support – President Wilson has already had a few, unnamed supporters in this new initiative...more to come
- Another key area of focus is admissions. President Wilson shared information about the current structure of staffing in the Office of Admission and his desire to see more, strategic staff hired to help with recruitment and retention efforts. Also a discussion about the investment in Royall and the future of the contract with the University.
- President Wilson discuss a potential hiring freeze in order to avoid staff cuts and as a way to be conservative with budgets – looking to critical positions to remain open to be filled. Also discuss interim roles and the desire to see these positions become full titles versus remaining in this interim state.
- Ideas were generated by CPAC with the President about alternative incentives to staff raises knowing that many other classifications will see a projected raise and CPs will not. Ideas shared included stipends, additional training programs, discounted passes, and additional days out of the office.
- Ideas were shared by CPAC with the President about a social or town hall meeting with the President and CPs. Idea was shared to utilize the President’s residence for such a program in the future.