



In-person attendance: Matthew Dowd (Chair), Michael DeBord, Kathryn Evans, LeJeune March, Michele Novachek

Online attendance: Richard Newsome, Martha Reynolds, Kathryn Yinger

Location: Buchtel Hall McColleston Room

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The May SEAC meeting was SEAC's annual meeting with the President. This year, for the first time, Board of Trustees Chair Joe Gingo joined the meeting, with President Miller, and Wayne Hill.

Below are the questions submitted to the committee which were asked during the meeting's lively discussion.

1. To Chair Gingo: Since several SEAC members are new to the University of Akron, could you provide insight on what a typical day is like for you as Chair?

As Board Chair, Mr. Gingo indicated that he speaks with President Miller at least once every two weeks or so. This year, he is enjoying attending various meetings of the constituency groups and getting a feeling for what is on our minds. He reminded all that the role of the Board is oversight; where the President's role deals with the daily operations. He shared how he recently spent a day with a student and hopes next year to expand that to include spending a day with a professor. (This was a request submitted by the AAUP president.) He likes to know the pulse of what is going on on campus.

Dr. Miller added that he seeks advice from Board members, too, and that they each have their niche. For examples, Mr. Scala and athletics, and Mr. Adkins with his strong background with the city.

2. To President Miller: What are your feelings about the CPAC/SEAC Celebration Week in trying to boost morale among employees? Do you have an observations or suggestions?

Positive comments from both President Miller and Chair Gingo were received. Mr. Gingo remarked about the number of different constituency groups on campus and both he and the President agreed that any opportunity to bring the groups together is a good thing. Collaboration is good! President Miller recommends involving his office sooner for future events.

3. To President Miller and Chair Gingo: The final report regarding the review of our job positions will commence in September, about 3 months earlier than anticipated. What are the next steps and do you have a feel for the time line.
4. What role do you expect the board to have in this process?
5. Follow up question from previous discussions about admins.. --- many fellow staff members still wanting to know what the status is on raising pay for admins, especially when new people are being hired in at higher rates (though still not high enough to really attract many applicants). Is there a status on implementing an easier way to promote people that already work for the university?

[Questions 3, 4, and 5 were answered together]

HR is ahead of schedule and has found they are able to do a lot of the work in-house. The upper level administration talks about compensation every week. Their goal is to get more compensation into the system. President Miller

explained how every year's budget starts with UA's continuing debt. We have the data that we are understaffed campus-wide. As an FYI, President Miller shared that the deal with the AAUP for bonuses was modeled for everyone, not just faculty. Chair Gingo supported this statement.

President Miller shared that the freshman and transfer enrollment for fall is looking good. Advertising in key areas where we lost applicants in the past has been successful. Looking forward to good things from the newly hired enrollment manager who comes to UA with a proven record of success. We are still restructuring the scholarship setup.

6. To President Miller and Chair Gingo: Have you had a chance to see WorkDay yet and if so what are your first impressions?

President Miller has not seen it yet but he knows that Dallas Grundy is excited about it. President Miller remarked positively that Workday works with the new advising software.

7. To President Miller: Service Awards Ceremony --- About 5 to 7 years ago the budget for the Ceremony was severely cut. The attendance has drop substantially and there are entire departments that did not show up this time. They feel that the University doesn't really care about them. In the past all Deans would attend and show appreciation for their employees. No food. No Zippy. We appreciate the hard work of the committee and they work hard with the limited resources. There used to be real simple gifts given as appreciation. What are your thoughts?

Some discussion was held regarding service awards of past years; the combining of the service awards with the UA achievement awards which now fall under the UC to help administer. President Miller confided that he would like to see a festive all-campus event, in the spring. He tasked SEAC to spend the summer and fall discussing and giving our ideas to the President's Office. He would like to know what our vision of the awards would look like. He suggested a committee under UC.

8. To President Miller and Chair Gingo: What questions do you have for us?

Short discussion about SEAC representing all staff, including bargaining unit staff, with the understanding that there is no overlap as SEAC is only an advisory body. The bargaining unit staff are not represented by any shared governance bodies.

President Miller remarked that he views the hiring of a full-time Vice President for Research as an investment and that Dr. Suzanne Bausch is already working on various things for him, despite not starting at UA until August 1, 2022.

President Miller asked what we thought of the new athletic logo and showed us the new Akron magazine. He reminded us that the HLC visit will be September 12-13.

Respectfully submitted by,
Kathie Evans
Ex officio SEAC member, FY22