

A&P Association Spring General Meeting
November 14, 2006

Welcome and Opening Announcements:

Alison Cruess, President of A&P, called the meeting to order at 8:30a.m. and welcomed everyone. She introduced A&P representatives and asked all new hires since last meeting to stand and be recognized. She introduced the Keynote speaker.

Keynote: Institutional Effectiveness, Where are we headed?

Dr. Mark Workman, Provost and Vice President for Academic Affairs, discussed where UNF is headed. Dr. Workman reminded us that UNF used to be small, isolated and self contained. UNF has changed and changes continue to occur as the direction of UNF rises toward the challenge of becoming North East Florida's University. Dr. Workman listed areas of focus and ways in which the University is currently preparing itself for this goal:

- 1) to expand the quality, scope and size of the University's Academic programs while maintaining commitment to each of its programs. Two new Doctoral programs, Nursing and Physical Therapy, are being presented this term to the Board of Governors. Programs in Engineering, Computer Science and others are also being developed to meet emerging needs and interests;
- 2) to stimulate and contribute to Northeast Florida's economy. Dr. Workman noted that UNF has not fully promoted UNF's contribution as a significant employer in the region and the President has recently started conducting an Impact Study to look at this contribution;
- 3) to increase and promote intellectual and cultural resources for the region. Dr. Workman highlighted the variety and volume of events on campus and noted that the University is working toward making events more known and easily accessible.

Dr. Workman addressed UNF's strategic planning and use of prudent resources toward reaching it's goal:

- 1) UNF will be under its 10 year SACS review in 2009. Every unit will need to show how it's carrying out its mission. He encouraged staff to review the Academic Affairs' model of listing mission statements, showing actions that lead to goals and measuring the outcomes.
- 2) The Institutional Effectiveness Committee is in the process of searching for an Associate Provost of Institutional Effectiveness (listed on the Academic Affairs website)
- 3) A Quality Enhancement Plan is underway and reaches out to all members of the university

Tallahassee Update

Janet Owen, Vice President of Government Affairs, provided a legislative update (FSU football and election year aside). Projects/Proposals:

- 1) Governance Project: not surprisingly the statutes are out of date and there is a law suit between the legislature and BOG. 262 pages of the same document “cleaned” is being submitted
- 2) An outside consultant was hired and reports in January will provide the strategic plan
- 3) Facilities task force met all summer to discuss declining revenues and what to do to remedy problems. They recommended:
 - a. universities be given broader flexibility in tuition fees
 - b. an increase to space standards
 - c. defining minor construction projects to \$ 2 million instead of \$1 million
 - d. adjusting cost for inflation
 - e. increasing tax money for cigarettes to assist universities
 - f. adjusting building fees from \$4 credit hour to \$8
 - g. inputting critical deferred maintenance (at \$ 140 M)
- 4) Change to optional retirement plan (one person in the room seemed to understand this)
- 5) Increase of revenue for 1st Generation Matching Program – need \$13M for further scholarships
- 6) Provision to give authority to name buildings
- 7) Provision to put civil penalties toward University Police departments for to help pay for trainings, etc.
- 8) Student technical fee titled “Student Technical Advancement Program” – going to the BOT
- 9) 596 new FTE
- 10) Construction big items: purchasing AOL building and building Biology building

Human Resources Update

Angel Ezell, Associate Director of Human Resources, reminded everyone that HR is now under the President’s Division and that this new configuration helps to continue to provide the university with better customer service. HR’s new webpage will be up and running by the first of the year. Ezell also announced that there will be no rate increase for health insurance, but we still have a nine year contract with People First. Starting January 1, 2007 the minimum wage in Florida goes up to \$6.67 an hour and this will be an automatic upload for current minimum wage earners at UNF. If someone is hired after January 1, those who are in charge of the paperwork in the unit need to make sure that the PDF reflects the correct amount.

Ezell thanked everyone for completing the PDQ for Classification Redesign and reiterated that only titles would be adjusted and not salaries. The specifications speak clearly to the actual work performed and will help in market surveys. HR will work with departments before rolling out the update from the PDQ to the campus (should be rolled out during the first of the year and to check the website for updates on when that will take place). She encouraged A&P employees to apply to Leadership UNF.

She also encouraged employees to start the nomination process for Excellence Awards early to meet the deadline. December 15th is the deadline for nominating awards under the Excellence Awards Program, which is listed on the website at <http://www.unf.edu/unfinfo/awards/>. Forms can be accessed online or by contacting Alison Cruess. She thanked people for their participation in the November 9 Learn UNF event and ended her update with information regarding Sick Pool Leave with 167 current employees joined and reminded employees that they can provide a one time voluntary donation of 8 hours sick leave from Nov 1-Nov 3 (employees need a balance of 64 hrs).

Week of Welcome

Kris Dalton, Assistant Director of Admissions, gave an update for WOW (Week of Welcome) and handed out a save the date sheet for August 22-26 2007. 2007's theme is "Swooping across the Globe" – A&P employees in attendance all joined in for a swoop.

Professional Development Supervisory and Workplace Issues Paths

Ida Gropper, Director of Center for Professional Development and Training handed out information on a Professional Development Initiative for UNF Faculty and Staff, outlining training paths through the CPDT. Information online at <http://unf.edu/dept/cpdt>. She also reminded the A&P group that Banner 7 goes live November 20th (input taking place Nov 17-20) and suggested that employees use the tutorials to become familiar with the changes. She announced that April 12, 2007 is the date for the Professional Development Forum and that there will be an Awards Ceremony for the Excellence Awards at the forum.

Annual Fund Faculty and Staff Drive

Lynn Brown, Associate Director of Annual Giving, announced that \$80,000 has been raised so far in gifts and pledges. She also reminded the group that it is not too late to donate (but prizes have been all given out) and that there are forms online.

Treasurer's Report

Steve Borowiec, Treasurer of A&P Association, reported that the Foundation Account has a current total revenue of \$1,325.53 and the Chartwell's Account is at \$4,260.31.

Athletics Update

Rick Ranger provided an update with Basketball kicking off last weekend and the UNF male basketball team playing the Gators in Gainesville tonight. Watch parties are happening at Wackadoos and off campus at Sneakers. UNF will be playing JU on January 9th and at the arena on February 3rd. February 8th marks another Staff and Faculty appreciation night where staff, faculty and family see the game for free (refreshments included). February 10 is a double header for Homecoming weekend. Ranger came with giveaways (season tickets and a pair of tickets for tonight's game in Gainesville).

Closing Presentation

Lance Hunt, Vice President of A&P and Kellie Woodle, Associate Director of Academic for Excellence and 10 volunteers gave the Top Ten Reasons it's Great to be an A&P employee:

- 1) Free Breakfast at least once a year
- 2) Chance to make big break in "Banner the Musical"
- 3) Internet streaming means you can listen to "Tainted Love" in 15 languages
- 4) Usually don't have to ask "Would you like fries with that?"
- 5) Get to play UNF trivia games where the answer is always "Paul Riel"
- 6) Due to FERPA restrictions, I cannot confirm that It's Great to be an A&P employee
- 7) Opportunity to practice meditation exercises while trying to find parking
- 8) Can work as many hours as want and not worry about pesky overtime pay
- 9) Can pretend that A&P stands for Awesome Pimp Daddy
- 10) Get to eat lunch with Gandhi everyday

Closing Remarks

Alison Cruess, President of A&P, thanked everyone and reminded them of upcoming social:

Thursday, December 14 - Holiday Celebration

XSecret Ospreys - 4 pm - 6 pm at Wackadoos