A regular meeting of the University Senate Executive Committee was called to order by Chair Weiher at 3:00 p.m. on Tuesday, February 5, 2019 in the Council Oak Room of Davies Center.

1) Consult with administration regarding cross divisional changes (US Council Executive Committee and Student Senate Executive Committee members invited)
   • Handout was provided and explained
   • Consultation held

2) Approval of the Minutes of December 4, 2018
   • Approved as distributed

3) Ten Minute Open Forum
   • Employee Retention
     • Concern brought up about how are we working to retain employees as we are not as attractive as we once were
     • Looking at targeted investments as finding the right talent is important
     • There is a real and absolute cost to retention
     • Considering putting together a package that makes sense as well as looking at the onboarding process as we want them to feel more connected to the community
     • It is a negative for faculty that input is not captured in Sam and Pam
     • Equity is a real issue
     • Title and Compensation Study should be coming out
     • Many people are not appropriately compensated
     • Looking at intangible types of things to give other benefits to our employees
     • Suggestions and feedback is welcomed
   • Closing the university in inclement weather
     • Many are confused on what the email message really meant
     • Faculty and staff get to go home and the university staff are required to stay and they are the lowest paid
     • Chancellor encourages conversations to be held in the units/departments as many offices would not need to be open
     • We do not need to be so prescriptive and can be more flexible since we are no longer under the union

4) Consult with administration regarding Budget Director position
   • Consult did not occur as this was postponed for an unset future date

5) Review of tentative agenda for February 12, 2019 meeting of the University Senate
   • Approved as amended
     • Add as For the Records items from Academic Policies Committee:
       • Certificate in Anthropology
       • Certificate in Digital Marketing Analytics
     • Add New Business from Academic Policies Committee
• First reading - Motion from APC: Elimination of Music Piano Emphases

6) Announcements
  • None

Meeting adjourned at 4:07 p.m.

Submitted by,
Tanya Kenney
Secretary of the University Senate