Administrative Leadership Meeting

April 19, 2016

What type of information would be helpful to you in order to help improve transparency within the University?

- A totally transparent budget system.
- A look at summer revenue income from summer tuition vs. salary to faculty
- People coming and going…who is doing what? Who to contact for what?
- Hard to know what we don't know what a comes out…frequently from the union first.
- Union decisions: contract decisions, training to go along with alone mandates.
- Quarterly budget updates
- Conversations in bathrooms about outsourcing of departments/auxiliary areas make the admin seem like they're hiding things. Ex.) Everyone knows that dining is being considered, but admin have allowed that info to be disseminated by rumor rather than honest transparency.
- Would be good to hear institutional response to the faculty/student/gov/HBO inquiries about athletic funding.
- Having an organization chart for each division on campus and keeping them current.
- Notification when offices change divisions or units- on EMU today, email from Comm. Team.
- One aspect of this that I notice that decisions are made on campus and are not "pushed out" and then affected. Many times I come across a policy change by accident, or because a student told me. I understand that it's very hard to anticipate all the people who might be affected by a decision, and so it's hard to communicate effectively.
- Suggestion: some type of clearinghouse for upcoming policy changes from all parts of the university that would be easy to browse.
- Empathy visits. Have athletics visit faulty senate. Not easy discussions, but help in understanding differing goods and missions.
- Continue AP meeting (great!!)
- Monthly presidential email to campus
- Agree improved EMU today will boost morale and self-esteem on campus
- Points of Pride hand out at faculty meetings too
- Do all we can to build bridges with AAUP leadership, which is often toxic and sometimes distort the campus climate
- Encourage new president to have social media presence
- Critical presidential and regent updates campus wide.
- When developing new processes, it would be helpful to include all stakeholders before the new process is implemented.
- Need to know what is going on with consideration about large financial decisions, for example, selling of property.
- Compute department objectives/key initiatives (post goals/objectives)

- Show action plans and progress exporting the metrics and to completes.
- Great understanding of "service" component to measurement of each department. "who is our customer" "what value to bring" "improvement in services" REAL EXAMPLES
- Graduation rates, credit production, and students enrolled for each department, major and college on campus over 3 academic years.
- Total FTE invested in each department, major and college on campus over 3 academic years
- Cross comparison of the two elements above to determine success rates over a 3 year period
- Study from student population regarding retention issues (why staying? Why leaving?). Study comparing these items to current admissions, facilities, academics, financial aid priorities.
- Budget:
  - Particularly the decision making criteria
  - How are things prioritized
  - Share preliminary decisions and plans
- Capital projects/Planning:
  - Details regarding prioritization of projects
  - Criteria for prioritization
- Increased access to executive council and upper leadership. It is hard to know the university's priorities if one can't talk to the provost.
- Budget information in a timely manner. Last year, I submitted my FY 2016 budget in April or May 2015. Never heard anything back. I was in the dark about my budget at the start of FY 2016 (H1/15) and never found out that some of my budgeted expenses weren't funded until around October 2015. I ended up overspending because I never found out that my employee's salary was not funded (I was given a GA line instead) until 3 months into FY 2016. It would greatly help my planning to know how much money I had before the beginning of the fiscal year.
- Communication needs to be improved. This area has suffered. We used to have an employee newsletter – focus. "EMU TODAY" does not meet needs.
- Honest communication
- How much money athletics gets and how much they fundraise or bring in from ticket sales
- Why athletics is the golden department of the university
- What cuts are made to athletics when the rest of us have cuts of 2%-5% over the past 5 years
- What cuts/changes, athletics will make this year to save money, just like the rest of us have to do (2016-17 budget cuts)
- Why do we have an international student V.P when so many cuts are happening?
- Why do we need a chief diversity often VP? Do we have a problem in diversity? It seems like an extravagant position. I'd rather see I/T funded positons instead of new VP's such as P.T's to work on our computer issues

- Why did we renovate the sculpture studio? Is it really necessary? Does in bring in students? What is the ROI of doing that?? Rackham makes sense – a high student program in Physical Assistants. But Sculpture?? I don't get it. Do we rent it out?
- When are Jones/Goddard going to be dealt with? Eyesore, danger, embarrassment!
- Does police dept. really need all the new officers? Should we be funding Ypsi budget cuts? I think it feels good but I think Ypsi should pay for this police department. Cuts should happen unfortunately.
- Why do people have a laptop, a desktop, and an iPad when we have budget problems? Why not restrict how many devices people can have and ONE and if they need mobile they get a laptop do you know people take those devices home and are they really necessary to get the job done? They can do it all, anywhere, with a laptop! (90% of people here) I.T and purchasing should shut down the wild spending on iPad and tech buys all across campus, why is it allowed? Why do people need those when we are so poor?
- The community would benefit from understanding actions taken to leave out strategic plan. A quick search our website lists the strategic plan and has a note standing that by late 2015, information on what is behind done. Great idea. Let's follow through on this idea.