

*Michigan Tech*

University Senate

# Board of Trustees Meeting

February 26, 2016

presented by  
Brian Barkdoll, Senate President

# Thanks for serving!!!

\*We appreciate all your efforts and wisdom.

\*We know that you have other responsibilities or could be doing something more fun.

\*We offer our service as Senators to help you in any way we can.

# External Concerns

1. Massive Open Online Courses (MOOC)
2. State funding in light of federal budget deficits
3. Some states mandating lowering cost to students
4. Some states considering offering free community college tuition
5. Federal effort to reduce student debt
6. Community Colleges offering BS degrees

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# More External Concerns

7. Reduced number of MI high school students
8. Aging buildings with little help from the State
9. University rankings based on loan repayment or graduation rates.
10. School shootings – gun policies.
11. Race relations.
12. Governors taking univ endowment funds for state budgets

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# Issues on our Plate

- Respect for everyone
- Fringe benefits issues
- President and Exec Team Evaluation
- Salary study and retirement benefits study
- Dean and Chair evaluation procedure
- University Presidential search
- Interim appointments

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# Respect for Everyone

Need to make everyone feel welcome.

Possible ideas:

- \*Instructor eval question(s)??
- \*Signs in classrooms??
- \*Instructor training??



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# Improved Recruiting and Retention through Enhanced Total Compensation

\*Proposal 3-16 Automatic Enrollment in Michigan Tech's Defined Contribution Plan

\*Improving Healthcare Benefits for Michigan Tech's Least-Well-Paid Employees

Benefits have stayed the same this year.

Thanks for not cutting them, but we are still hopeful for the future 😊



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### **Fringe Benefits Potential Savings**

Medicare-eligible employees and retirees will be encouraged to consult with trusted healthcare insurance professionals and/or certified financial planners to see if it might be in their best financial interest to withdraw from Michigan Tech's BCBSM healthcare-insurance plans and, instead, register for Medicare Parts A, B, and D and a Medicare supplement ("Medigap") plan, such as a Plan G.



# Presidential Evaluation

Revised evaluation was sent out on Feb 9 and will be available by the end of the semester.

## Salary Study

\*How can we get our salaries at least up to the national average??

\*We want to be one of the top universities in the nation, but this hurts us in retention.

Study done by Senate and is available.

Senate Finance Committee met with VP Reed

Next Step???

## Dean and Chair Evaluation Procedure

Issues of when to evaluate and the level of confidentiality.

Should a first-year review be possible?

Who should see comments??

## University Presidential Search

- \* Board and Senate met to discuss a smooth transition.
- \* Thanks for inviting us!!!
- \* We don't want to end up in the news in a negative fashion.
- \* Several examples of tension exist nationally

## Interim Positions

Should an interim administrator be eligible for the permanent position?

Unfair advantage???