HEADSUP STEERING COMMITTEE MEETING
Hosted by Tricia Serio | Life Sciences South | 8:15-9:10 AM | January 11, 2016

MINUTES
In attendance: Jon Chorover, Mrinal Ghosh, Carol Gregorio, Patrick Lyons, Lee Medovoi, Rob Miller, Anthony Muscat, Tricia Serio

Not present: Tom Miller, Albert Welter

Agenda:
1) Quick Updates - Carol
2) Discuss event with President Hart (January 11 at 3pm)
3) Discuss Salary Initiative
4) Discuss Spring events
   Feb 8 – Recruiting and graduating students” – Carol Gregorio and Patrick Lyons
   March 21 – APR reviews – Rob Miller
   April 11 - How do we retain faculty, especially female faculty? Tricia Serio and Lee Medovoi
5) Discuss Meeting with Provost Comrie (January 20th, 2pm)

Discuss event with President Hart (January 11 at 3pm)
Format: Questions and Answers from 3-4pm. Tea, coffee and snacks will be served. Room will be open until 4:30pm for informal discussions. Goal is to provide an opportunity for Heads and Directors to have an open conversation with President Hart.

Discuss Salaries Initiative (led by Rob Miller)
- Tricia described methodology that the College of Science (COS) used for their letter to support this initiative
- We all looked at results from Salary survey that Rob set up
- The need for merit raises is a big issue. Focus on excellence – big issue that drove COS letter.
- Agreement that we will simplify letter from HeadsUp Steering committee
- Many on campus are opposed to “equity raises”. Rather than inflationary increase, can we recognize merit? Can we correct gap using annual performance reviews as a guide? How do these issues intersect with hiring? Recognize that individual units have different challenges. Various viewpoints were expressed.
- Recommend systemic adjustment. Need sustaining plan to make sure this doesn’t happen again. Need a balance at local level and from above.
- How is APR linked to salary? This is a very difficult issue since there is not uniformity with respect to reporting. Some give good scores to all faculty, rather than distributing the scores to accurately evaluate performance (i.e., inflated scores). It is the right time to fix what happened in the past.
- All agreed that increases should only be for those that meet expectation or above.
- We agree not to give time line for implementation, but give deadline for report (May 2016)
- Goal: get close to market levels
February 8: Old Main. Recruiting students to stay and graduate: what tools are available to us?
Carol Gregorio and Patrick Lyons; 11:30am-1pm

Gail Burd (Senior Vice Provost for Academic Affairs) will moderate. Start with lunch with assignments for
heads to discuss during lunch.

Max 8 minutes for each panelist.

Panelists:
1. Kasey Urquidez (VP, Enrollment management and student affairs advancement; Dean,
Undergraduate admissions) – Recruitment and Admissions
2. Angela Baldasare (Assistant Provost for Institutional Research) – Retention. Tools to identify
students who are in trouble. Who might fail? Career choices – look at what you have taken
and see what degree fits best.
3. Vincent Del Casino (Vice Provost for Digital Learning and Student Engagement and Associate
VP Student Affairs and Enrollment Management) – Online tools (grad and undergrad).
100% Engagement

March 21 – APR reviews – Rob Miller
Session in great shape. Everyone invited. Issues to be discussed at session: College of Agriculture is
setting up metrics based on performance. Show how one college is doing it. Generation of evaluation
tools: try to quantify work of faculty.

April 11 - How do we retain faculty, especially female faculty? Tricia Serio and Lee Medovoi
Lots of progress organizing session. These issues are often unit specific/college specific. What are the
challenges in different disciplines?