Professionals and Professional Faculty Assembly  
**MEETING AGENDA**  
Thursday, April 8, 2015 8:15 a.m.-9:45 a.m.  
Miller Hall

1. Armstrong, Suzie √  
2. Baker, Cinnamon √  
3. Bengtson, Babs absent  
4. Campbell, Darlene √  
5. Cartwright, Grace √  
6. Costello, Carla absent  
7. Crispino, Matthew absent  
8. Fassanella, Terence absent  
9. Gatling, Sharron √  
10. Hawthorne, Peel √  
11. Leatherwood, Claire √  
12. McBeth, Elaine √  
13. Moran, Patricia √  
14. Morse, Linda absent  
15. Noffsinger, Jay √  
16. Pada, Maria Elena absent  
17. Sekula, Jennifer √  
18. Summs, Julie √  
19. Tomlinson, Carol √  
20. Varnell, Lyle √  
21. Zagursky, Erin √  

Call to order

Agenda: Review and solicit new items

Minutes: Review and approve previous meeting minutes  
Approved

Updates/New Business

**Membership** – Mane has sent out appeal for nominations – no update available.

**Communications Committee** - Blackboard – no one really uses the site. Most use the website. Box is taking over as the means of choice for sharing documents. Fac assembly uses it, Staff Assem does not. Box would give us privacy and more user friendly environment. Box has no protection on two folks working on it simultaneously, (neither does Blackboard.  
**Motion to discontinue use of Blackboard** – but keep it as an archive. UNANIMOUSLY passed.

**Policies and Administrative Issues Committee** (Jennifer Sekula) John Poma would like more time to approve re performance review policy recommendations. He has a vision for
university wide performance review. The current review policy is July 1 – June 30. May and June don’t make it into the review, yet evals are due in April. Records retention policy – where are evals housed. Policy is intentionally broad – allows for interpretation (good) or abuse (bad!). Jennifer will put latest version of document in Box for PPFA’s to see.

New Topics
Sharrone Gatling: An equity study of affinity group salaries is being discussed by both HR and the Women’s Network/Forum. We are overdue for a study.

GUEST: Henry Broaddus - Business Innovation

W&M’s Four Pillars of Financial Foundation:
Philanthropy
State Support
Revenue (Tuition – “The Promise”)
Productivity – this is where Business Innovation comes in.

W&M ranked most efficient – but there is still room to improve.
Censeo – was the consultant. Conducted over 200 interviews on campus

Primary Opportunities
-Procurement
Eva
Bulk buying with other public universities and Consortium of 9 institutions.

-IT Optimization
Client Computing
Cloud Migration
Centralization

-Organizational Design
Pilot in Advancement and School of Business
Top Down and Bottom up Assessments
All decision making by W&M – not Consultants

Survey Results – 98% respondents (1214)

Top inefficiencies:
Procurement
Human Resources
IT
Finance

E.g.: Eva, Banner, People admin, Reimbursements, not knowing who to ask, policies change often, hiring processes,
University Wide CRM – imminent

Licensing and Branded Merchandise

We should ALL be figuring out how to save $$ and to have it available for those projects of the highest priorities university wide.