

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. Fasanella, 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.