Professional Staff Annual Meeting and Awards

Thursday, March 7, 2013
McCrory Gardens Education & Visitor Center
3:00-5:00 pm
2013 SDSU Professional Staff Survey

Return Rate

- All: 36%
- Academics: 26%
- Athletics: 42%
- Business/Administration and Facilities: 73%
- Research: 18%
- Extension/Outreach: 42%
- Student Affairs: 37%
2013 SDSU Professional Staff Survey

I am provided the resources I need to be effective in my job

- All: 80%
- Academics
- Athletics
- Business/Administration and Facilities
- Research
- Student Affairs
- Extension/Outreach
2013 SDSU Professional Staff Survey

I believe promotion possibilities help attract and retain professional staff personnel

- All
- Academics
- Athletics
- Business/Administration and Facilities
- Research
- Student Affairs
- Extension/Outreach
2013 SDSU Professional Staff Survey

I am familiar with the concept of shared governance

- All: 57%
- Academics
- Athletics
- Business/Administration and Facilities
- Research
- Student Affairs
- Extension/Outreach
2013 SDSU Professional Staff Survey

I believe the Professional Staff Advisory Council gives me a voice in helping leadership make decisions on this campus

- All: 64%
- Academics
- Athletics
- Business/Administration and Facilities
- Research
- Student Affairs
- Extension/Outreach
Our featured speaker today

Dr. Laurie Stenberg Nichols
SDSU Provost
2013 Legislative Session
Summary for SDSU

- 3% salary policy; same merit system as past
- $673,917 health insurance cost increases for FY13 ($1500/FTE)
- State match of HEFF funds for M&R on facilities (total is $6.9M for BOR system phased in over 4 years)
- Authorization on several building projects
  - Indoor Practice and Human Performance Facility
  - Cow-calf Research and Education Unit
  - Swine Teaching and Research Facility
  - Medary Commons
  - Storage facility
- Request for $998,592 base funding for agricultural research (AES)
- Framework for performance funding but unlikely any funding this year
HEFF facilities

- Architecture, Math and Engineering (east of Solberg) This summer work begins!
- Head house/Greenhouse (already begun)
- Visual Arts (within a few years)
- PAC II (within a few years)
Impact 2018
A Strategic Vision for SDSU

• Refreshed the vision, mission and core values
• 4 **BIG** goals
  – Academic excellence
  – New knowledge/artistic expression...economic development
  – Extend reach of university
  – Higher performing university
• 27 Performance indicators (metrics) to measure progress, for example,
  – Achieve a retention rate of 80% or greater
  – Increase annual research spending
  – Be designated a *Carnegie Community Engaged University*
  – Increase the overall job satisfaction of SDSU employees
  – Move to a decentralized budget model at SDSU
What is next?

• Web site with all materials in one location
• Promotional materials
• College/unit strategic plans due June
• Implementation begins July 1
• Many more specific planning/implementation teams (e.g. classroom task force)
• In decentralized budget, a strategic investment pool of funds
What is shared governance?

- A delicate balance between faculty and staff participating in planning and decision-making processes (on one hand), and administrative accountability (on the other hand).
- Two complementary and sometimes overlapping concepts:
  - Giving various group of people a share in key decision-making processes often through elected representation
    - “Shared” means everyone has a role; “shared” doesn’t mean that every constituency gets to have complete control over the process or participate in every stage.
  - Allowing certain groups to exercise primary responsibility for specific areas of decision making.
    - E.g. SA creates policies for student governance; faculty hold primary responsibility over curriculum
    - Even with these, however, there is accountability (e.g. VP for Students Affairs or Provost)
Shared Governance: The Strategy

• Councils to represent “groups” of employees and students
  – Faculty Senate
  – Professional Staff Advisory Council
  – Career Service Advisory Council
  – Plus Students Association + Graduate Student Council (pending)

• University Committees
  – 16 committees around topics/areas with broad impact
  – All groups above are represented on committees
  – Administrative (non-voting) liaison

• Task Forces
  – For specific “tasks” and to produce a report/recommendation. Task force has a defined life and charge. Sunset when done.
What is our shared governance goal?

• We are attempting to balance maximum participation in decision making with clear accountability.

• We are attempting to give voice (but not necessarily ultimate authority) on concerns common to all constituencies.

• We are working to improve broad and unending communication. When groups of people are kept in the loop and understand what developments are occurring within the university, and when they are invited to participate as true partners,

• The institution prospers!
SDSU Professional Staff Advisory
Retirees and Council Elections

Council Members with Expiring Terms
• Tracey Renelt – Extension/Outreach
• Troy Alfson – Student Affairs
• Mary O’Neill – Research

Newly Elected Council Members
• Tracey Renelt – Extension/Outreach
• Michelle Johnson – Student Affairs
• Stephanie Hansen - Research
SDSU Professional Staff Advisory Council Representatives

Academics
- Mark Binkley
Business/Administration and Facilities
- Jennifer VanderWal
Extension/Outreach
- Donna Bittiker
- Tracey Renelt
Athletics
- Kathy Heylens
SDSU Professional Staff Advisory Council Representatives

Research
• Kathy Mathiason
• Cody Moret
• Stephanie Hansen

Student Affairs
• Jeff Vostad
• Michelle Johnson

Members at Large
• Susan Rosen
• Gabriela Chilom
• Suzanne Stluka
Don’t forget Coffee with the Provost

- Monday at 3:30 in the Hobo Gallery (get your coffee at Einstein’s)
- Guests will include Vice President Rames, Dr. Mike Keller, Dr. Laura Diddle, & Michelle Sage.
- And the coffee is FREE!!!!
The SDSU Professional Staff Advisory Council thanks you all for helping us better represent you.

Please stay and socialize!
Have a great day and see you next year.