

**University Planning and Budget Committee Meeting of January 2nd, 2024
1:45 pm – 3:00 pm, Microsoft Teams
Minutes**

K Martin, K Kostelis, O Amonderu A Bray, C McDavid, A Cheema, Z Toro, C Liard-Muriente, J Farhat, Y Kirby, J Whittemore, L Bucher, A Kullgren, F Pearson, L Walter, S Seamans

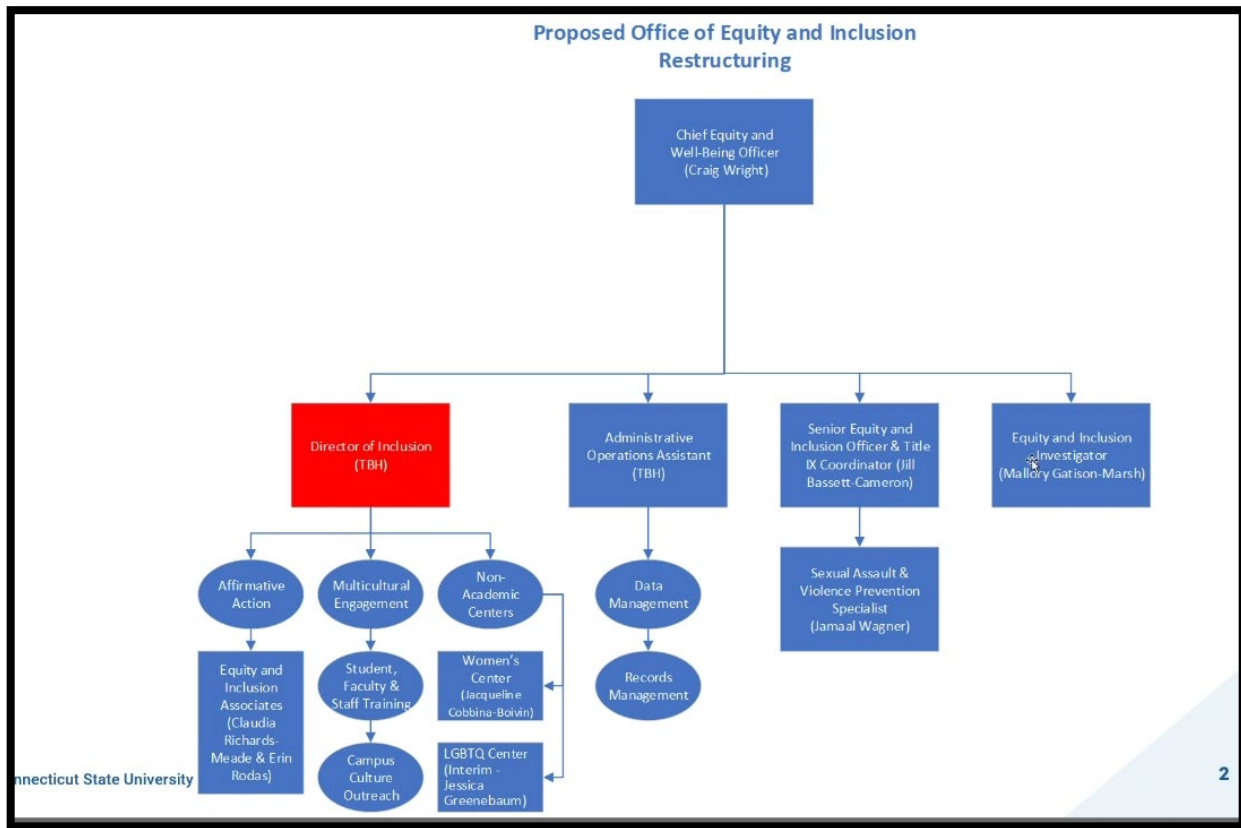
1. Dr. Toro – Proposed restructuring of Office of Equity and Inclusion

a. Two changes

i. Changing position of AVP to Chief Equity and Well-Being Officer (would result in savings while also expanding the responsibilities of the office)

ii. Creation of a Director of Inclusion

- Focused on social centers, affirmative action, multicultural engagement, non-academic centers (women’s center, LGBTQ Center)



b. Funding Source

- Loan from reserves to create Director of Inclusion and after 18 months, using the Ombudsperson funds to fully fund the position. Ombudsperson position will be eliminated at that time
- Similar to when Chief Operations Officer position was created – eliminating and consolidating positions

Rethinking Management/Confidential Positions

- Vice President of Equity and Inclusion → Chief Equity and Well-Being Officer
- Ombudsperson → Director of Inclusion
- Chief Administrative Officer, Assistant Chief Administrative Officer, and Director of Facilities → Chief Operations Officer
- Chief Operations Officer → Vice President of Operations and Logistics

- c. Suggestions from the Committee
 - i. Maintain the AVP Title
 - ii. Alternatives to losing the Ombudsperson?
 - Explore an external or system Ombudsperson
 - Return to the previous model with faculty appointed positions using release time
 - iii. More clarity into the responsibilities of the new position
 - iv. Need to find another source of funding for the position
 - v. Concerns over the oversight of academic v non-academic centers

2. Announcements

a. General



- i. Approval of past meeting minutes with minor amendments

3. Brief Reports / Division updates

- a. CBCO – No significant updates
- b. Provost – No significant updates
- c. OIRA – No significant updates

4. New Business

- a. open for discussion
- b. Plan to review the Action Plan at the 1/16 meeting
 - i. [Current Plan](#)

Key:  Completed/Ongoing  Initiated
 In Progress  Not Started

5. Adjournment – 3:09 PM

Next Meeting January 16th, 2024 – on Microsoft Teams