

University Planning and Budget Committee Meeting of December 13th, 2022

IN PERSON Room 107 Davidson Hall - 1:45 pm – 3:00 pm

K Martin, S Petras, Z Toro, J Whittemore, K Poirier, E Pana, A Bray, L Bucher, K Kostelis, Y Kirby, F Pearson, C Liard-Muriente, A Kullgren, L Walter, Y Patterson

Minutes

1. Welcome and snacks – called to order at 1:47 PM
2. Dr. Toro
 - a. HR review
 - i. Search for Chief Human Resources Officer failed
 - ii. Recommendation has been made to change the position requirements to attract appropriate candidates
 - iii. A Consultant (AASCU) was hired to determine needs of the university with regards to the role
 1. A search consultant will lead the new search for a CHRO beginning in January (successfully aided with the hiring of Dr. Wright in EQI)
 2. Goal is to for new hire to begin before the end of the Spring semester
 3. Consultant suggested 2 things
 - a. Hire another recruiter dedicated to classified positions while Gabrielle focuses on unclassified positions while shared responsibilities will allow each to provide backup
 - b. Hire labor relations director –
 - i. Searches will begin immediately
 - ii. In wake of recent retirements (105), all positions have been reviewed for need and the money has been reallocated from this as HR has withheld fulfilling two positions with this in mind
 4. Goal is to have these positions in place prior to the arrival of the new CHRO
 5. The university will create and offer professional development for managers and will take feedback from the campus community
 6. Must review the process of job description development – process is currently lengthy and cumbersome
 7. \$36,000 is anticipated cost of this process and it will come from the President's Innovation Fund, therefore not impacting individual unit budgets
 8. Need to rethink the classified search process
 9. There is a need to offer professional development for academic department chairs – pilot program at Central will be developed at no cost to Central – our charge will come once we utilize the program after its final completion
 10. HR must focus less on transactions and more on development of our current faculty and staff
 - iv. Questions?
 1. Is the proposed structure necessary for our size institution and potential changes over the coming years?

2. Any discussion of consolidating HR services similar to the community colleges?

b. Community Clinic

- i. "New College" task force recommended a community clinic for community outreach and experiential learning opportunities for our students (multi-disciplinary)
- ii. Funding will come from the President's Innovation Fund
- iii. Phased approach to development - smaller initially to establish trust with the community and being able to deliver on services
- iv. Might involve pop-up clinics within the community for screenings
- v. Current needs include hiring a medical director within AAUP to participate in teaching with less of a focus on administrative oversight
- vi. Operating costs to cover pop-up events and one-time use items
- vii. Start small, start soon and grow based on needs and successes
- viii. To assist with costs the university is looking for community partnerships, donors, etc.
- ix. Questions?
 1. Will there be adequate parking/designated spaces?
 2. First year costs are planned for, but what about continuing costs? What is the financial commitment from the university in perpetuity?
 3. How will the interdisciplinary opportunities be ensured?
 4. How will the success of the clinic be assessed and on what schedule?
 5. Are there any other organizations offering something similar in New Britain? We won't be competing with other clinics; we are hoping to offer more support and an alternative to assist existing offerings

3. Announcements

- a. General –Approval of 6 December 2022 minutes – approved with minor changes

4. Brief Reports / Division updates

- a. CBCO
 - i. Grant Thornton Scoping study – more details coming (meeting 12/13)
- b. Provost - none
- c. OIRA
 - i. Current enrollment is up 0.3% at the same time last year

5. Old business

- a. Reach out to Alicia for planning suggestions

6. New Business

- a. Enrollment management – similar to IPC, FPC, etc, can we get updates from Enrollment Management meetings?
- b. January meeting dates – current schedule calls for 1/3, if nothing is pressing, we have the ability to cancel the meeting

7. Adjournment – 3:04 PM

8. Next Meeting January 3rd? 2023