

## Minutes from Focus Group # 2

With Rod Smolla

June 6, 2012

Introductions were made at the beginning of the meeting

Discussion, concerns, and/or issues:

- People seem to think that the IG document needs to be reformed
- Document appears to be unyielding
- No one knows what the processes are or the organization of it
- Years ago the intent of the IG document was good, but ended up being more complex
- IG document came from an era of distrust; vertical distrust
- Committees are inconsistent, have inefficiencies, and some don't meet at all. They are formed too late in the fall to be able to function properly and then they end in April.
- **Senates never communicate with each other**
- All entities of the university need to communicate together
- Fear of losing job for speaking out at meetings or anywhere; not protected
- When a resolution is passed and it goes up to be approved; where does it go?
- Need more budget transparency for campus
- Would like to have a purpose for every meeting and an outcome from every meeting
- Worry for AP personnel each year for non-renewal contracts, not being invited to various meetings on campus, being over-looked, and no opportunity to share ideas. Show others that they are valued.
- Who is on the President's Cabinet? Is it structured; concern for lack of senate representation on the Cabinet, and issues of transparency and trust? President Kyle is communicating more to the campus.
- Chairpersons appear to be at the bottom of the list and with the least amount of say so for the departments, no decision making power, time constraint issues, appears to be a "top" down process rather than a "bottom" up process. For example; the recent merit raises that were given across campus, no chair input, strength comes from the bottom.
- Need improvement on approval processes and timings of meetings
- Example of failures of IG document; only athletes being able to use the Dedmon Center and all students pay for that building and changing the weeks of a given semester from 15 to 14, bad academic decisions

Sr:H drive;msword.doc; minutes from focus group

6/6/12

