I. Call to Order/Approve Minutes

Call to Order: 11:00am

Approve minutes: Dan moved to approve November’s minutes, Francisco 2nd the motion. Minutes are approved. No quorum, so look at April through June minutes; approve by email.

II. Information/Reminders

a. Q & A session with Dr. Martin Schimpf
   i. Dan: PERSI has been brought up at many senate terms. What opportunities are available for professional staff? What’s your perspective?
      1. Dr. Schimpf: It depends on the economy, whether you plan on staying at BSU for your whole career, and whether you want to manage your own funds. It’s ultimately an individual decision.
   ii. Dan: It’s interesting that classified employees are different from professional staff; what is the progression path? Many people likely don’t think about progressions at BSU. Some qualified employees have turned down promotions for the sake of being vested in PERSI.
      1. Dr. Schimpf: If you’re classified, you should stay with it for five years. Who has the ball?
      2. Dan: Sean is helping lead the charge. Marty Orr has been helpful in looking what other institutions are doing. It has been difficult to get into contact with employees of other institutions to see their thoughts. Right now, we’re looking into what other universities are doing.
   iii. Francisco: Commission on Diversity and Inclusion was created a while back. Dr. Kustra mentioned that they would be hiring a chief diversity officer. We’re starting on a new path of bringing in new leadership. Where do you want to leave things for the new leader? Maybe not hiring a chief diversity officer, but what do you think needs to be in place in terms of diversity efforts?
1. Dr. Schimpf: Wants to get a group together to prioritize actions; in the meantime, the
university hired a new policy person to go through policies and practices to look for gaps
in policy. Example: increasing diversity in hiring practices.

iv. Dan: The position of Title IX Coordinator has been vacant for a long time, which has been
taking a toll on students and staff. Are we making progress?
1. Dr. Schimpf: Alicia is handling a lot of the duties of a Title IX Coordinator, but she is
overwhelmed. The position will be posted in the future.

v. Rob: How should we go about promoting interactions between professional and
instructional staff?
1. Dr. Schimpf: Funding is available to units to help participate. John Bieter is overseeing
this. A professional development opportunities survey was administered a few years ago.
2. Dan: Being a discussion leader in classes is rewarding. J. Finnegan is starting a new
course about getting the most out of the college experience, and being a discussion leader
in this class has been great, particularly for OIT members.

vi. Francisco: What are things, from your perspective, that we need to be looking for in a
presidential candidate?
1. Dr. Schimpf: We need someone who has energy and insight to lead this unique
university. We need someone who can show that they can listen and understand the
needs of the university and then make change happen. Ultimately, we need someone who
hasn’t lived in a bubble their whole career, but who has experienced the “real world.”
They need to be able to tailor their experiences to help each student and think outside
the box. We need to build on the existing culture here at BSU.

vii. Dalton: Growth is online. (20% of credits earned at BSU are online.) We are struggling to
cater to traditional students.
1. Dr. Schimpf: It comes down to IT; we need to invest more in E-campus/IT, as there are a
lot of up-front costs. If we continue to invest in IT, we can have unique and high-quality
courses available online. As of right now, we’re in a good spot and need to continue
investing. We shouldn’t be an exclusively-online university, but we should continue to
expand our online options to be able to reach more students and customize learning.
Money is going toward Instructional Design and Marketing.

viii. Tana: A common theme in the listening sessions for presidential search has been we
have been growing so much that our infrastructure hasn’t been able to keep up. How do you
see the balance between growth and infrastructure?
1. Dr. Schimpf: About 40% of students are out-of-state, which brings in the money. Now we
need to backfill the infrastructure, and we have a CFO who gets this. IT is critical; if we
don’t start getting a handle on IT and focusing on AI, we’re going to backtrack. Between
2010 and 2016, the university didn’t grow except online and out-of-state students; out-
of-state students are actually subsidizing the university. Additionally, the business model
for tenured staff members has shifted as many departments are hiring lecturers to free
up some time for the tenured staff, ensuring consistent quality. Finally, we have a lot of
scholarship money available; we should use these funds to fill gaps.

ix. Dan: There are rumors that a) you brew your own beer and b) that you’re going to teach
courses at CID. Is there truth to these rumors?
1. Dr. Schimpf: Has brewed his own beer, but now he’s making wine. He is likely to busy to
teach a course at CID, but it’s a possibility.

x. Chelsea: There has been a push to get students to graduate high school with as many college
credits as possible. Is this an effort coming from BSU, the state board, secondary education
institutions, etc.?
1. Dr. Schimpf: Offering a lot of college credit in high school may be setting kids up for failure if the curriculum isn’t truly at a college level. If middle/high school students are earning college credit with C’s in the courses, then this dilutes the educational quality/value. We need to be wary of pushing concurrent enrollment too far; has financial aid implications and academic progression consequences (i.e., remediation). However, concurrent credit offers additional opportunities to new college students. With this, not only is important to reach down into high schools but also to reach forward into the future, and getting students thinking about their future careers.

x. Rob: There are about 25,400 BSU students. Does this include concurrent enrollment?
   1. Dr. Schimpf: Yes. If you took out the concurrent enrollment students, the student population would be around 21,000.

xii. Moriah: Concurrent enrollment is somewhat of a concern. What is my child going to miss (because of differing maturity levels, undeveloped study skills, etc.)?
   1. Chelsea: Concurrent credit is to broaden opportunities, not to get students to finish college faster. There has been a push to get even younger students earning college credit.
   2. Dr. Schimpf: a) Advising in high school is critical to truly prepare students for college. b) It’s critical that we make sure that all schools that are offering concurrent enrollment are accredited to set a standard for higher education. (BSU is an accredited university.)

b. Boise State X by Michelle Steffens
   i. Boise State X – organization designed to help employees and spouses finish their bachelor’s degrees by helping them navigate the complex system
   ii. Will send out a link; pass on to classified staff
   iii. Academic advisor: Amanda
   iv. Many employees are using the fee waiver, but are going nowhere in their programs

c. PSA Survey
   i. Redoing the survey? Last survey that was administered was 4 or 5 years ago
   ii. Roll it out after the spring luncheon? Acknowledge accomplishments of PSA
   iii. Involvement of entire senate – how do we engage our members?
      1. Increase leadership positions in PSA

d. PERSI Subcommittee
   i. Subcommittee currently consists of Dan and Aaron Culver
      1. Would be beneficial to bring in a first-year senate member to join
      2. Nomination - Dalton
   ii. Met with Faculty Senate
   iii. Who do we need to convince?

III. Adjourned at 12:30pm
IV. Next Meeting

a. The next meeting is scheduled for December 7, 2018, at 11 AM
b. Location: Student Union, Farnsworth Room
c. To be discussed
   i. Review of committees
   ii. Lengthening meeting times?
   iii. Plan spring luncheon, get staff week going
   iv. Welcoming new employees?