

Accomplishments as the Chair of the University Council (UC) from 2013- 2015

I served as a member of the UC from 2011-2015. The UC is a body that represents about 500 faculty members and 1000 staff members and serves as an advisory role to the President of the University. I initially served as a committee member and worked on three different committees from 2011-12. I was then elected as the “Chair of the Technology and Communication Infrastructure (TCIC) committee in 2012-13. I was then elected as the Chair of the UC in 2013-14 and was re-elected with 70% of the votes in 2014-15.

Under my leadership as Chair of the UC, we have **COMPLETELY changed the image of the UC** from one that most people saw as a useless and dysfunctional body that no one was interested to serve on to a **new effective and highly respected body both faculty, staff and administration.**

As the **Chair of the TCIC Sub-Committee**, I implemented from scratch in 2012 a new Blackboard based "**Univ Council Discussion**" website that is frequently used by faculty and staff to communicate freely and exchange information.

We had three major goals when I was elected as Chair of the UC in 2013. We have met ALL our goals and have laid the foundation for a successful transition and implementation plan for years to come.

- **Goal#1:** work with Dr. McCrary and DRED to implement a system that will allow some of the **Overhead and Indirect Cost (IDC) funds** from grants and contracts are **returned back to each school, department and even individual faculty members.**
Results: Dr. Wilson has instructed Dr. McCrary to set up an algorithm that will **implement an IDC for each Individual faculty member by July 1st 2105.**
- **Goal#2:** Make recommendations for **updating the current T&P process after 10 years.**
Results: Dr. Gibson has agreed to work closely with the members of the UC to start the process of putting together a committee that will see the revisions to the T&P process starting in the fall 2015 semester. The final recommendations have the potential to be implemented in the fall 2016 semester.
- **Goal#3: Tackle the "Pay Compression" problem affecting faculty and staff**
Results: President Wilson and Dr. Gibson have BOTH agreed that Pay compression is a REAL problem and that they will work closely with the UC to start the process of identifying the faculty and staff that are affected by the pay compression problem and start **proposing long term solutions. A study will be conducted starting in the Fall 2015 semester.**

Pictures from the Final Meeting of the UC that was held on May 7th 2015



With the Executive Committee of the UC (left to right): Dr. Laura Dorsey-Elson; Mrs. Mone Tenabe; Dr. Linda Loubert; Dr. Phyllis Keys; and Mr. Hans Cooper.



Accepting my "Certificate of Appreciation" from the Executive Committee members of the UC



President Wilson addressing the members of the UC