

UNIVERSITY OF HARTFORD

Staff Council Meeting Minutes

January 11, 2023 | Wednesday | 1:00pm | ONLINE (Zoom)

Participants: Professional Staff of University of Hartford

Welcome: Lisa Read, Staff Council Chair

I. Consent Agenda

- **The consent agenda was voted on and approved as written.**

II. Guest Speaker: Katherine Black

- Retention rate for this fall fell to 74%. Compared to 81% before the pandemic, that's 258 students. We fall at the lower end of the cohort we are in when compared to like universities for this stat. Although added caveat that we may have different demographics than some of these schools.
- Our average discount rate went from 55% in 2018-19 to 59% this year. That's an average over all 4 years. For just our incoming class the discount rate was more like 60 – 63%. Note that these are issues other universities in the Northeast like ours have battled with as well.
- Finally, campus residency is still down 432 students from fall 2018 which equates to over \$4 million in lost revenue.
- Changes the university is trying to make:
 - Program development: Nursing
 - Mentoring programs for retention: Aaron Isaac's initiatives with the Office of Diversity and Community and Engagement is offering ongoing opportunities for students and they've got great data that demonstrates the number of students who attend all of these events including first-generation students. This along with the efforts of the DEIJ folks is helping retention.
 - Efficient spending: watching number of course sections, renovating the Village apartments to try to keep students on campus, and the move to Division III. Division III status means more students are capable and qualified to play college athletics. We have good evidence that this fall we attracted a very large incoming class of students, so expect that growth to continue.
- Questions:
 - New program initiatives that don't move forward: yes, and we do a very thorough market, budget, and space analysis and we realize that a program like that would require specialized space that we don't have the capacity to build or we realize the demand for this program is not big enough. Also have to look at credit hours a subject generates. For example, not many math majors, but math courses generate many, many credit hours because everyone has to take math.

- How staff can help with retention and recruitment: can do your part to make students feel safe and welcome outside of the classroom, in your offices around campus too. We are also always looking for volunteers to help at Admissions events.
Jen Conley responded to staff getting recognized for this in their annual review. Staff can put this in their value production or career development assessment.
- Data on various reasons students don't choose or don't stay at UHart: financial aid package not enough, too far away from home, didn't have the major they wanted, reputation not as strong as they wanted, academic struggling, and adjustment/mental health issues.
- Staff retention efforts: One effort is the DEIJ work we are doing to make an environment where people feel valued and feel like they are making a difference on campus. Another effort is the compensation study. We know that our salaries are not where they need to be. For this study we are trying to right size our salaries with our peers. This committee will be coming up with a pay philosophy. Everything can't be addressed at once also.

III. Additional Topics:

Nothing to report from any delegates. Reminder: contact any of the delegates if you have any questions or concerns about anything relating to their committee or task force.

[Benefits Task Force. Traci Giovinazzo and Desirée Kleykamp](#)

Nothing to report. Next meeting is later this month.

[DEI Task Force. Anthony Ferello](#)

Nothing to report.

[Environmental and Sustainability Committee. Sandra Rampertab](#)

Nothing to report.

[Faculty Senate. Anmarie Magurany](#)

Nothing to report.

Anmarie, Fac Senate delegate, is leaving the university, so we have an opening for that delegate. If you're interested in attending Faculty senate meetings and reporting back and forth between them and Staff Council, contact us.

IV. Announcements

[Staff Council Nominating Committee](#)

We are forming the Nominating Committee for officer elections this spring. The committee is responsible for soliciting nominees, confirming candidates' eligibility and willingness to run, creating the ballot, and tabulating results. The expected time commitment is usually less than an hour every 2 weeks, from January through March.

Ran poll for volunteers for a committee chair and at least 2 other members.

Elections this spring will be for officers:

- Chair
- Vice chair
- Communications
- Secretary
- Treasurer

And also the members at large

- 2 for exempt staff
- 2 for non-exempt

Upcoming Blood Drive. Dina Morris (GSU Rep)

A Blood Drive will be held on Monday, January 23, 11:00 a.m. – 4:45 p.m. in the 1877 Club. To schedule an appointment, call 1-800-RED-CROSS or visit redcrossblood.org and enter sponsor code UHART. More donors are needed. See flyer below for more information.

One other announcement / call for feedback

We're looking for feedback about the Outstanding Staff Awards. Will be talking about this with Tina Berrien in our next board meeting, so we want to pass along to her, thoughts from you all.

Want to know generally what people think about the program, if it should be expanded to part-time staff, or even temporary staff? Good how it is?

Reminder: Residence Hall Tours tomorrow and Friday.

Community Reps, please remind other staff in your community. Tours will be at 1pm and take about an hour.

Sign-up form: <https://forms.office.com/r/vDPr9rPR23>. Plenty of space for more people.