University of Rhode Island  
Strategic Budget and Planning Council  
Friday, December 18, 2015, 2:00-3:30pm  
Ballentine Hall, Thomson Board Room

Members in Attendance:  
Don DeHayes (Chair), Christina L. Valentino, Linda Barrett, Thorr Bjorn, Faye Boudreaux-Bartels, Lori Ciccomascalto, Ken Kermes, Lindsey McLennan, Trish Morokoff, Ann Morrissey, Ellen Reynolds, Joelle Rollo-Koster, Gerry Sonnenfeld, Naomi Thompson & Kim Washor

Members Absent: Sharon Bell, Wendy Bucci, Steven D'Hondt, Rachel DiCioccio, Tom Dougan, John Kirby & Amanda Rode

Guest: Ann Marie Coleman

See the complete list of member information at the Strategic Budget and Planning Council website at:  
http://www.uri.edu/budget/sbpc.html

1. Announcements
   ➢ University’s Academic Plan – resolution endorsing the plan by the Faculty Senate  
   ➢ Academic Summit in late January – all encouraged to attend  
   ➢ New innovation fund to seed faculty ideas  
   ➢ Extraordinary work of Joint Committee on Academic Planning (JCAP) recognized; Ann Morrissey’s efforts were acknowledged  
   ➢ The Budget & Financial Planning Office reviewed AMRC and made recommendations to the President; timely for an update; IT consultants developing an IT Plan that interfaces with the Academic Plan and to help us understand the balance between centralized and decentralized IT; also continued work of new college/reorganization; merger of SOE and CE approved without discussion; two items have progressed; lot of work on health collaborative and model of new college
2. Approval of November 20, 2015 minutes (copy attached)
   - Approved

3. Approval of Process for New Funding Request Proposals
   - Related to IT Governance Council
     (draft attached per discussion at last meeting)
   - New Funding Request Proposals for Strategic Initiatives
     (draft attached per discussion at last meeting)
   - Discussion of whether or not the Provost should be able to elect not to come forward with an IT request; Council felt that the Provost needs to have this vetting; there is already a process within the divisions;
   - Discussion to add: After careful consideration, the Provost may...
   - Discussion to replace in paragraph two: they with IT Governance Council
   - As part of the Provost’s due diligence, might leverage the senior team and get their feedback
   - Tendency to think of IT needs as Administrative, Teaching and Learning and Research. Tried to ensure these three areas have voices at the IT Council table – important tasks.
   - Cannot lose sight of the default of this Council which is reallocation; can improve efficiency
   - Someone needs to have the ability to vet this
   - May be that the IT Council sends all requests to the Provost and he sends to divisions if appropriate
   - IT is different; but, not special; it touches every piece of the institution; does not need to be a division; IT models on campus were designed 25 years ago; competing demands
   - There will be division specific requests; they won’t all end up in one division; those that are will have university wide impact; Provost is deferential to major security requests; may have more of that to do; under-supported on the security side of IT
   - One of the first tasks of the IT Council is to bring some definition of projects that relate to the entire campus
   - If going to fund it in technology, where would it go? To the division budget?
4. Approval of Updated Process: Divisional Requests for Strategic Investments
   In reference to the SBPC Division Budget Process Overview/Calendar (Step 2) there was discussion to add: Two person team provides: pros and cons of the proposal and comments on how the proposal relates to the Academic Plan and the Benefits

5. Status of SBPC recommendations in reference to AMRC report
   - Update on progress (Vice Chair Christina L. Valentino)
     (July 2014 memo to President from Council Chair and Vice Chair attached)
   - Anne Marie Coleman in attendance for questions on this item
   - There is a link with the recommendations to the single employer; very high likelihood of legislation being approved this session; has a dramatic impact on the large picture items to this Committee and to Human Resources. Revise job descriptions and keep up to date; annual performance management system; with our own personnel system, need this system
   - What we have been doing: requested two modules; one for position management and one for performance management; neither was recommended by the SBPC; Vice President, Division of Administration and Finance reallocated internally to fund the module; will eliminate a lot of paper; will be more professional; will be implemented soon; another change upon Sue Golet’s retirement was a revision of that job description to boost our expertise; that person will work with the new system.
   - Specifically to the 55 new faculty initiative; looked at streamlining this hiring process; met with the Provost and Council of Deans and as a group showed them the changes; provide them a checklist; provide templates for job descriptions for consistency; The Director in Community, Equity and Diversity will work up front with Chairs; Affirmative Action rubric changed; also have gone to more of post audit reviews; if we identify problems they will be addressed.
   - External consultant could help us with other areas (process design); a lot of this work has been done in Human Resources; if we want some help on process mapping side, now we will have resources; this initiative is rolling into the streamlining initiative; have interacted with
POLARIS; business process redesign support – not sure if we will use them.

- Questions to Vice Chair: Any update on reintroduction of merit pay?
  AMC – part of negotiation. Single employer was the top priority. Kelly Mahoney working with Council to write and submit the legislation; working committee with all unions in system; any changes subject to negotiations; met with Governor’s staff who drafted pension changes; how will the changes affect the funding for the pension system; committee supportive of the change. Commissioner Purcell has included a request in his budget for a system-wide compensation and classification study; if passed will have to review all non-classified and classified job descriptions. Purchased the front end of our current module; full-time classification compensation staff; in state purchasing right now. Compensation study will apply to faculty and staff. Optimistic if legislation passes we have the game plan to implement.

- Timeframe – introduce in 2016 session; if passed they determine effective date; currently contracts in effect; would become effective at the end of agreement; but working up to that point would occur

- Classified employees that are currently state of RI employees would not be state of RI employees; they would all be employees of the Council

- We will be requesting funding for performance module

- Chair brought up the application process that is the “front door”; if compare with other institutions, they have a burdensome process; URI should look to make theirs better; if you can adapt that

- Vice Chair will take the suggestions back to Anne Marie Coleman

Meeting adjourned at 3:08 pm

Next meeting February 2016.
Minutes by Linda Barrett and Lisa Fiorio
Budget & Financial Planning Office