Division of Finance and Administration

Town Hall

June 23, 2017
Agenda

• Campus Master Plan
• CIT Updates
  – Climate and Respect
  – Onboarding
  – Professional Development
• Budget Update
• Other
Can you help me edit my slides for my CEO presentation? I have 75 slides and ten minutes to present. Get rid of 74 of them. I'll ask someone else.
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CIT: Climate and Respect

1st Year Members
• David Breeding
• Jamie Burns
• Tamara Carpenter
• David Morrison
• Rosemary Shaunfield
• Todd Van Dresar
• Martha Weeks

New Members
• TBD
CIT: Climate and Respect

• Current Year
  – Continuing to coordinate the Executive Breakfast meetings every other month
  – Meeting and Collaborating with the Onboarding and Professional Development team leaders quarterly to discuss and share ideas and current projects
  – Council of Climate, Culture and Respect (CCCR) converting into a Continuous Improvement Team

• Upcoming Initiatives
  – CCCR lost a few members due to departments moving and retirement. We hope to have those positions filled soon.
  – Focus on improving Climate and Culture in the workplace

We love feedback! Send us any concerns or suggestions on improving the climate and culture of your work environment.

VPFA-VPFA-CCCR@tamu.edu
CIT: Onboarding

2nd Year Members
• Troy Adams
• Kevin Bell
• Sarah Chrastecky
• Rachelle McDonald Lopez

1st Year Members
• Tim Adams
• Julie Anna Clark
• Monica Martinez
• Flora Reeves
• Ashley Skow

Executive Sponsor: Peggy Zapalac
CIT: Onboarding

- **Current Year Accomplishments**
  - Implemented and refined receptions for all new employees
  - Hosted receptions in October, February, and June
  - Developed content for division website

- **Upcoming Initiatives**
  - Implement changes to division website
  - Introduce supervisor tools for new employee onboarding
  - Roll out Open House program for all employees
CIT: Professional Development

2nd Year Members
- Todd Gregory
- Shelly Janac
- Joe Mancha
- Kelly Wellman

1st Year Members
- Caroline Nixon Ask
- David Brown
- Jeffrey Haas
- Beverly Huggins
- Eric Irwin
- Ken Kimball
- Sharon Parks
- Arnold Pearson
- Babette Perkins
- Gil Tatsch

Executive Sponsor(s):
Gary Barnes/Jerry Strawser
CIT: Professional Development

• Current Year Accomplishments
  – Supervisory Development & Training
  – Mentor Program Template
  – Training Funds & Accountability

• Upcoming Initiatives
  – Training Liaison Implementation
  – Mentor Program Implementation
Call for new Members

• Term: September 1, 2017 through August 31, 2019

• Requirements
  – Performance evaluation level of “achieves expectations” or above
  – Supervisor approval

• Diverse membership
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Overall Summary

<table>
<thead>
<tr>
<th>Net Change (%)</th>
<th>Net Change ($$ M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas A&amp;M</td>
<td>1.7%</td>
</tr>
<tr>
<td>University of Texas</td>
<td>0.0%</td>
</tr>
<tr>
<td>Statewide Totals</td>
<td>-1.8%</td>
</tr>
</tbody>
</table>

• Largest $ increase and 3rd highest % increase
• Summary
  – Increase for 5 universities
  – Flat for 7 universities
  – Decrease for 27 universities
Base Allocations

- $2.3 to Colleges
- $0.4 to F&A

• Other
  - Student Affairs
  - Human Resources
  - Information Technology
  - Academic Programs (I-School)
2016 Merit Program

• One-Time
  – $200,000 provided in March 2016 from Division funds

• Recurring
  – $14 million from University funds for 3% pool
    • Cost of 1% merit = $4.5 - $5.0 million
  – Additional $240,000 from Division funds for 1% pool
2017 Merit Program

• University requirements
  – Limited to 15% of budgeted employees
  – Pool = 5% of salaries of chosen employees
  – One-time merit (not recurring)

• Division implementation
  – Division will provide funding from central sources
  – Unit defined as areas under Executive Leadership Team (ELT) authority
  – Allocate significant majority to units based on formula
  – Adjust for small units to round up
  – ELT has voluntarily chosen to opt out of merit
  – Cap placed on individuals making over certain amounts
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Division Name

- Includes the term “Administration”
- Does not adequately describe our activities