



FBO Town Hall

Q&A Summary

June 11, 2019

Questions and Answers (Live Poll and From the Floor)

Budget Concerns

- Q: What is being done to attract international students and bring them back?
A: Bill – Provost Whitfield and his team are leading those efforts. We have boots on the ground in India and South America and have active efforts in those areas. We have significant numbers in India for Engineering. The political environment hasn't changed – students are concerned about coming into the United States and if they will be able to come and go or get back in.
- Q: You mentioned a \$13 million shortfall – is that for the coming fiscal year or the current one?
A: Bill - It's for the coming fiscal year starting on October 1.
- Q: How are we looking for acquiring new equipment?
A: Bill – I allocated one-time funds to FP&M. What is the status?
Steven Pecic – The list has been advanced to Procurement for items we have to bid. We do have money in there for training as well.
- Q: What does the budget look like for this current fiscal year?
A: Bill – We are over budget. We are exceeding our revenue budget this year.
- Q: What does being over budget mean for the departments?
A: Bill – It means your budget you had at the beginning of the year is intact and you will retain it.
- Q: With the budget reduction in FY2020, will there be any hiring and merit freezes?
A: Bill – No and no. Pay increases are built into the budget, many of which are driven by contracts, but self-represented staff won't be impacted either. Again, no layoffs in FBO.

HR/Staff Concerns

- Q: What are we doing about staff retention?
A: We don't have a strong compensation analysis at this University. This is something HR is tackling. I can't answer personally because I haven't seen any comp analysis on where our trades are in relation to other universities and the overall market. With that information we can go to the bargaining table and reach mutual agreements about where we want to be in the market and how to get there.



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Debra – I would add that Jackie Wilson and her team are beginning a very long process because we have never had an analysis of pay structure guidelines, valid data, etc. Publicly available data – the anti-trust act provides guidelines for the acquisition and use of data. We can't use public information – it has to be obtained from an objective third party. Higher Ed is not the only comparison we should be using – we have to benchmark to the market place and it needs to be blind data. These are things that we haven't been doing, but we will do in the future to make proper decisions when we bargain.

Q: Is the cash Incentive still in play for fitness center?

A: It doesn't go through Wellness Warriors but for new members only for the first year you get a discount as an employee and you can do it as a payroll deduction.

Q: What's being done about the available open positions in the custodial department?

A: David Houle - The good news is that we have had a constant commitment to get those filled. All of the positions that are open were offered. We went through the last week of polling – all the positions that are open have been offered. We have probably 11 or 12 positions that remain still open. We are close to having those positions filled. Jennifer Bidlingmaier and HR have been great in helping us get those filled. We are continuing the process of evaluating the buildings and determining the service that is really needed.

Bill – For the last 3 years I've been making the case with data on how understaffed we are. This year the Budget Planning Council (includes VP Decatur, Provost, Faculty Senate Reps, Deans, BAOs, and Student Rep), right up until we realized the budget situation, actually recommended 6-10 new custodial positions. They are making recommendations about staffing and when money is available we will be able to increase staffing. I'm confident in that.

Q: At the last meeting you stated that custodians can use the same rooms that students can use to eat and take breaks. The Mike Ilitch School of Business put a sign up saying we can't use the classrooms to take breaks.

A: Bill – I'll have to have a chat with the Dean over there (and the Provost) because that kind of direction is inappropriate. You can use those spaces and if anyone says anything to you about it you can tell them your Vice President said you can.

Q: David Houle – We need to have P&R [project and relief] personnel.

Comment: That applies to the Grounds staff as well.

A: Steven – Debra, Bill and I have had conversations about how even if we are fully staffed, are we using our resources appropriately. So all of that is on the table – how are we going to prevent burnout. Your feedback and ideas are important to us regarding how to do it better.



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Q: We are hearing things about changes – the fear is that you’re just going to tell us how it’s going to be and how it’s going to work and we won’t have any say in it. Involving us in some of those conversations could help eliminate problems down the line.

A: Steven – I agree with you.

Q: We, the custodians, appreciate you guys. This has been the best staff of management that has tried to work with us and understand us. It’s good that people recognize that we are human just like anybody else. You’re stating that there are a lot of buildings that may be torn down from lack of use. What is being done to evaluate square footage and under and over staffing?

A: David – We started doing that 2 years ago. It’s a long process. At the School of Business....

Bill – I’m glad you mentioned the student because that’s why we’re all here. The students are who we should be thinking about first. The Ilitch School of Business is being cleaned and maintained at a higher level than any other building on campus, but that is because of the endowment from the Ilitch family. If we had a 5 million dollar endowment for every building on campus we would be great!

Comment: I don’t know if you’ve all seen the CEC newsletter, but we are doing some things to try and promote positivity around campus and within our department and we have a long way to go but I want everyone to take a moment to be positive. Thank you, Rachel [Saunders], for leading us in this positive direction.

Q: Will some of the funding for training be coming to Custodial?

A: Steven – We’re looking into training and certification programs for grounds, electrical, steam and pipefitter, custodial and newer methodologies. The short answer is yes and unfortunately it will be first come first serve. We have \$70,000 and first director to get it to me wins.

Q: Will an employee early retirement incentive be offered in 2019?

A: Bill – When talking about strategies to reduce our costs, that is something we will be taking a look at. It’s very important to design it well and it can lead to significant savings and opportunities.

Q: Custodians were concerned about snow closure. There’s no difference in a snow closure and a holiday. There’s no one here to service. So what is the difference?

A: Debra – Scheduling in general has come up in all 3 of these sessions, and it’s come up before. When we start looking at efficiencies, I will submit to you that this will definitely be on the table.

Q: Some of the employees over here were wondering why we have to pay for parking.

A: Bill – We all pay for parking – all employees, all students. Right now in PS #1, there is construction going on. I think we started this in earnest about 7 years ago – those things take a lot of money



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to run. Like most universities, and I've been at a few, and not one of them had free parking. It's called an auxiliary service, like food service and housing, and it's expected to be self-supporting.

Q: Will it be going up this year?

A: Yes, not for students, but it will be going up 3% for employees.

Q: That seems to be a growing trend. It's seems like every bargaining year, if we get a raise, the parking goes up, and that basically takes away the increase.

A: Bill – I was not aware of that.

Q: I heard one of my coworkers speaking the other day. Why when someone's section is open, why can't that section be put up for OT, instead of the work being added to someone else's area?

A: David – We currently don't have project and relief staff. There are cases when we do bring in people on overtime, but for the most part, without the P&R staff, our clients must understand that we do not have staff to cover all areas.

Q: Why if they bring someone in for overtime, they get paid extra, but if I do it, I don't get any extra pay?

A: Debra – I don't have an answer for that. As Cleveland Dominec indicated, this situation was caused by decisions made a long time ago that were not well thought out. Now, we have the opportunity to blow it up and fix it.

FP&M AVP Search

Q: What is the status of the search for Harry's replacement as AVP?

A: Bill – Debra is heading up the search committee and serving as interim. We are working with a search firm and have identified the top 8 candidates for first round interviews. If all goes well, we hope to make an offer to somebody in the next 4-8 weeks.

Q: Who will be leading FP&M? Is there a search?

A: Bill – Debra Williams will be leading in the short term. There is a search under way and the first round of interviews has been scheduled and will be completed by end of next week. Then we will move to a group of finalists and interviews with stakeholders around campus. Hopefully we will make an offer for the position in about 6 weeks or so, then they will need time to transition.



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Town Hall Meetings

Q: Why don't we have food at Town Hall meetings?

A: Bill – We have a policy that we aren't supposed to spend University funds feeding ourselves at meetings and since we are having budget cuts it's more prudent to stick with beverages. Maybe at future meetings my senior team and I will kick in for food.

Q: Is there a schedule for Town Hall meetings?

A: Bill – Yes, we have the schedule through the end of the year.

General Questions

Q: There is the Pistons establishment over on Second St. – are there partnership opportunities where our students can go in for internships?

A: Bill – We are in the design phase right now but the arena will be built and should open in 2 years. The Pistons will be playing their G-league over here in Detroit. The NBA can't draft anyone right out of high school – they have to go to college first. They are doing away with the one and done rule and the G league will become a development league leading into the NBA so that is exciting. There are definitely expectations of opportunities for us and they want to engage with us including sports management and our School of Business.

Q: Can there be a large community service event that all of FBO could participate in?

A: Bill – Certainly. There are already groups in FBO that participate in community service events.

Q: What's going on with the energy partnership?

A: Bill – We have a meeting next week to discuss our P3 partnership. We are talking about a public/private partnership where we can leverage private sector funding to help address projects that save energy over a 20-30 year period. We put an RFP out and we are working on selecting a consultant.

Q: Are there any updates on the Henry Ford deal?

A: Bill – Unfortunately no. That is on hold and I hope it gets back on the table, but probably not in the near term.

Q: Any updates on the search for a new dean in the School of Medicine?

A: Bill – No. At this point it has not been officially launched. Steve Lanier is leading the search but it's just getting organized.



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Q: Has the elevator in Parking Structure 1 been fixed?

A: Quotes have been obtained. Operation and parking are handling this.

Q: Is it possible to have open houses in FBO departments?

A: We had the resource fair where departments put on a great show of what they do and what they can provide and we can certainly do that again and in their own spaces.

Q: Why are the restaurants in this building closed at 3:00 in the SCB?

A: Bill – I'll talk with Tim Michael. He reports to the Provost, not to me, but I will talk with him.

Building Consolidation/Demolition

Q: Which buildings are coming down and what is the timeframe?

A: Bill – The whole plan spans a 10-20 year timeframe. I'm going to hold off until we have a chance to present it to you and you can see the options because there are several candidates to come down. I can confirm that Life Sciences and Scott Hall are some of the buildings that need to come down.

Q: U of M is moving into the Rackham building – do we have any details?

A: Bill – They already owned it along with the Engineering Society of Detroit. Then Michigan bought out ESDs portion of it. WSU's lease came to an end and Michigan talked to us about partnering and programming, but the Michigan board has approved \$40-50 million in renovations over time. The Provost would have to speak more to this. The building is worn out. We are moving out of Rackham by Oct 1, 2019. Psychology and Audiology are moving to the Prentis and Rands buildings. I do not know what U of M plans to do with the building.

Q: What structures will be knocked down in the new space plan?

A: Bill – We've identified potential candidates, but there is always politics around decisions like that. I will say one of the buildings that needs to come down – Scott Hall. We spent a lot of time looking at Scott Hall. It's a 500,000 square foot behemoth that is in terrible condition. One of the more exciting things is not just replacing Scott Hall, but we want to replace it with multiple buildings or a cluster of buildings.

Q: Does consolidation include merging departments in the same office?

A: Bill – It's possible. We can also consolidate functions that are decentralized.