

CENTRAL MICHIGAN UNIVERSITY
PROFESSIONAL & ADMINISTRATIVE COUNCIL

Minutes
June 13, 2024 – WebEx Webinar

Members Present: Cheryl Gonzalez, Thad Dickinson, Lori Hella, Parveeza Gala, Matheus Garcia Souza, Karlee Herzog, Octavia Jennings, Keith Malkowski, Christian Ikekhuah

I. Guest Speakers:

- A. Dr. George Kikano, Executive VP/Health Affairs & Dean of CMED
Dr. Kikano spoke to the Council about recent happenings in the College of Medicine. He shared they are receiving 8,000 applicants/year. Our students had a 100% match rate for residency programs this past year. Since inception, this average has been about 98%. Approximately 60% of graduates are staying in Michigan, which is great. Dr. Kikano shared how our building was initially built for 60 students, however there are over 100 now with no room to grow class size in the existing building. CMED is looking at opportunities for a larger building and to expand our presence. CMED is on its second cycle of accreditation this year, too. Dr. Kikano expressed that CMED is always looking for ways to collaborate with other areas/departments on campus.

II. Minutes Approval:

- A. Minutes from the March 14, 2024, P&A Council meeting were approved as presented.

III. New Business:

- A. P&A Council term expiration dates were discussed. Of the 10 seats, the terms should be staggered so 5 expire per year. There was a motion, followed by everyone in favor, to change the current Recruitment & Retention term expiration to 8/31/2025 rather than 2024 to balance the rotation.
- B. Roundtable Updates
- i. Ex Officio – Reminder that the BOT meets in a couple of weeks, and budget approval is on the agenda. Hoping to hear about compensation by later that week. Strategic planning continues to move forward. Several workgroups have been formed, and plans are being put into action. The FLSA is increasing the minimum salary threshold for being categorized as exempt from overtime. HR is working with departments/supervisors of those that may be impacted (about 20 P&As). There is another (bigger) increase proposed for January 2025; however, a lawsuit has already been filed in TX, so we are waiting to see if things will go through (similar situation in 2016).
 - ii. Academics – Fire Up! Forward dual enrollment program with Innovation & Online is growing interest. The MSA Program will soon be celebrating its 50th anniversary. The MSA Program also offers a new program where students can earn credits by completing their SHRM certification. The School of Music summer music institute starts on Saturday, and high school marching band summer camps will begin after that.

- iii. Off-Campus – Libraries has a new Outreach Librarian, Lee Parker, who will be reaching out to departments on campus about potential collaboration opportunities.
- iv. FAS – June 26th is the deadline for OneCentral to receive departmental deposits for FY24. There will be a CMU Today announcement coming soon.
- v. Advancement – Additional staff are being added to the fundraising team heading into a new capital campaign next year. Juneteenth activities are next week; please consider participating.
- vi. Student Affairs – No updates.
- vii. Recruitment & Retention – Orientation is going on with lots of families on campus. Enrollment is looking healthy for next year. Financial Aid has been doing a good job working through the uncertainties this year and is working on getting awards out. While everything was out of our control, things are looking good for fall at this point.
- viii. President - OIT will be starting enhancements for network performance over the summer. Wireless coverage will also be increased, and they are addressing IP address issues.

IV. Adjournment: Meeting adjourned at 2:03pm.

The next P&A Council Meeting will be held via WebEx on Thursday, September 12, 2024, at 1:15p.m.

Respectfully submitted:

Angie Moss
Human Resources representative

[WebEx Recording](#)