Minutes

Purpose & Scope:
The A&F Leadership meeting is Dr. Carlucci’s initiative to provide an update on A&F Operations and to set goals for A&F Leaders to implement and engage for tier one status.

GOALS: The followings are goals for you to implement and engage for your staff.
1) Need to be involved in UH Recycling Initiative (top priority)
   a. Develop recycling habits as a lifestyle
2) Start Planning FY2012 Budget
3) Need to initiate developing leadership by sending staff to training/encouraging staff to obtain higher education/advanced degrees
4) Succession Planning

FY2010-FY2013 Budget Briefing – Mr. Tom Ehardt

FY2010 Budget - 5% Reduction
- 1 Day Mandatory Furlough & up to 3 Voluntary Furlough
- Reduce Communications allowances
- No Overtime
- Reduce Business & Travel
- Other – Office Supplies ordering from TBS
  - Recycling across campus

FY2011 Budget
- 5% General Revenue Reduction made permanent
  - 2% of operating budget
  - Operating budget reductions averaged ≈ 4%
- Consider using Holidays as Future Furlough Dates
- Copier – using only one vendor
- Recycling Initiative

FY2012 and FY2013 Budget outlook
- Legislature will meet in January 2011
- Require planning for further 5% and 10% General Revenue Reduction (16 million/year)
- Final appropriation not known until next summer
Impact Leadership – Mindy Stallings

➢ Develop UH Talent through Impact Leadership Model
  o Executive Excellence
    ▪ Program:
      • proposed date July 20th, but need to push back
      • Nomination Based, only 16 participants
      • 8 full day session (every other week)
      • Mandatory attendance, Confidential clause, In-program mentoring & University cross section
    ▪ Session: go to A&F leadership Website, in Impact Leadership Presentation, for detail
    ▪ Assessment: go to A&F leadership Website, in Impact Leadership Presentation, for detail
    ▪ Components: go to A&F leadership Website, in Impact Leadership Presentation, for detail
  
  o Emerging Excellence
  o Women’s Excellence in Higher Education

Leadership Development & Succession Planning at the FAC –
Guest Speaker: Pam Birk, SPHR

➢ An institutional needs assessment, needed competencies
➢ An assessment of individual competencies, what you do, Lominger
➢ An assessment of individual behaviors, negatives that would not allow you to fit and maybe positives, Birkman
➢ Individual performance history
➢ Rating into 9 categories, produces leadership talent pool, talent review
➢ Individual development plans for every management employee, job rotations, leadership training for those in pool, and mentoring
➢ A succession plan for leadership talent

Next A&F Leadership Meeting:
October 13, 2010
1:00pm to 3:00pm
EDR Pavilion, MD Anderson Library