



Minutes
A&P Assembly Meeting
Alumni Center – Goodwin Room
Wednesday, February 7th, 2018 at 3:00 P.M.

Call to Order: 3:02 P.M.

I. Roll Call:

Present: Lawrence Hamberlin, Robert Kulick, Timothy Jones, Mark Bransby, Kerry Ransel for Amanda Malone, Holly Leverette for Brooke Patton, Tim Blackmon, Shelly Nemeroff, Steve Glennon, Mike Stover, Bre Aunna McKenzie, Destiny Valle, Stephen Gulley, Paige Patterson, Katie Lee, Josh Conradson, Claire Wilson, Tyler Adams, Angela Chandler, Jeanie Harry, Anna Thompson, Antonnia Todd for Shirley Carter

Absent: Joy Vrbka, Robert Holm

II. Approval of Minutes from the May meeting

- a. Mark Bransby moved that the minutes from the December meeting be approved as written with a second from Tim Jones. The minutes were unanimously approved

III. Speakers

- a. **President Leath** introduced Mr. Miles Lackey, his chief of staff.
 - Leath explained that Chief of staff positions are fairly common in cabinets of governors, senators, and President of the United States. They focus on the day-to-day operational role.
 - Leath shared that in his role as president, he is out of his office ~40% of the time meeting with constituents (in the legislature, with departments, around campus, discussions with donors, at athletic events, negotiating with partners, etc.).
 - To ensure that things get done with the necessary sense of urgency, Leath chooses to employ the chief of staff approach. That position has the ability to interface in any area whether it be programmatic, space, or budget.
 - Several units report to the chief of staff, including federal relations, state lobbyists, communications and marketing, ombuds office, enrollment services (admissions, scholarships, financial aid), and audit.

- It can be assumed that they each know what the other knows. If you can't reach Leath, it is always good to reach out to Lackey. Sometimes even if you can reach Leath, it's good to reach out to Lackey too.
- The chief of staff is not intended to be a gatekeeper role, the intent is actually to give people more access to Leath by taking things off of his plate.
- Miles served US Senator Elizabeth Dole in Washington DC for a number of years before moving on to head of federal relations for the University of North Carolina (UNC) system. Later he moved on to chief of staff and even later chief fiscal officer for Leath at Iowa State.
- Leath and Lackey have worked together through most of that time, all the way back to his tenure on Senator Dole's staff.

b. **Miles Lackey** – Chief of Staff

- Lackey tried to share his background, why he's excited to be here at Auburn, and what he likes about higher education and specifically land grant institutions.
- Lackey, a native North Carolinian, is glad to be back in the south.
- Lackey's first job out of college was working in a Sara Lee textile mill that made garments in western North Carolina right at the time that those jobs were all being shipped overseas. So he was shipped overseas too, to the Dominican Republic. It was there one Saturday when the power was out in the free zone and the temperature was about of 93°F and he was standing in a dumpster looking for a garage door opener, that he decided that a career change was in order.
- It was the early 2000s and the economy had fallen on hard times, especially in western North Carolina. He decided that the one place that was always hiring was the federal government. He had always had an interest in politics, so he applied for an internship in Senator Dole's office "opening the mail with all the enthusiasm [he] could". He was later hired on, first as her driver (in Washington DC, after coming from rural NC, high pressure). He said he used to drive all the routes the night before to be sure he knew where he was. He later transitioned to be Dole's appropriations and budget counsel.
- When Erskine Bowles was named president of the UNC system, Lackey brought on headed up the DC lobby group because of his appropriations and budget experience.
- In total he worked for UNC for about seven years, first for the entire system and then later for UNC Chapel Hill specifically.
- When Leath became president at Iowa State, he was looking for someone with both government relations and private sector experience for his chief of staff. It was there that they started working very closely together.
- Lackey's private sector experience ranges from starting a vending machine company in college that he later sold off, to running a localized chain pizza restaurant with his brother in NC.
- He finds that staying engaged in the private sector work helps him be more effective in higher education, and vice versa.

- He has three small children, meaning he sleeps very little.
 - Borrowing from a former economics professor, he outlined that there are three key things necessary for economic growth and make progress; a trained and expanding workforce, innovation (new products, markets, and industries), and infrastructure (capital, processes, people, systems). Land grant institutions such as Auburn have those key elements, positioning them in the driver's seat as we look to the century ahead. Because our work is applied and outcomes based and we are not only just philosophically talking about problems, but looking for ways to solve them and then teaching those solutions across the state, we are in a superior position compared to other universities.
 - Lackey was attracted by Auburn's competitive spirit and passion to be the best. This certainly evident on the athletic field, but also in the academic areas of the institution. This fits in with both Lackey and Leath's goals.
 - He pointed out the A&P plays a critical role in the institution's success.
 - He is supportive of the assembly's work to promote professional development and quality of life programs and excited to continue the progress.
 - In the president's installation, the platform for the new strategic plan will be laid out.
 - In part of his response to a question from the audience about what he has enjoyed the most, Lackey alluded to the Auburn Family experience. He also emphasized our need to deliver on our stakeholders' expectations including sharing a quote that his family uses in their business. "It takes years to gain a loyal customer and seconds to lose one."
- c. **Cindy Diffie – Faculty Staff Campaign**
- Cindy pointed out that we all support Auburn with our time and energy. This allows us to support it financially even if the amount is small. It also helps the development office to be able to say that X% of employees support Auburn financially.
 - Over the last 12 years employees have given \$4.6M
 - Campaign used to be 3 months, now it is 5 weeks. So by spring break, we are done.
 - So it is not about the amount, it is about participation.
 - The Hardship Fund, for employees, by employees, is a great option.
 - Payroll deduction is an option.
 - Tiger Giving Day definitely counts.
 - Theme this year is "I Am Auburn" because it takes a village to make things work.

IV. **Executive Committee Report**

- a. **Nominations and elections – Don Andre**
- An email soliciting nominations for the executive committee recently went out. Those nominations are due by 4:45 on March 16. Elections will be at the April 4th meeting.
 - Nominations for replacement representatives for those places that have representatives that are rolling off will be requested on February 20th. Elections will follow with electronic voting.

- After that, committee nominations will commence.
- b. Welfare
- HR is rolling out a new talent management system.
- c. Grievance
- The grievance committee is in the process of clarifying and codifying what the role is in a grievance and the process that is followed when a grievance is received.
 - Linda Maxwell-Evans and Sonya Dixon highlighted that they are our point of contact in HR when it comes to Grievances.
 - A meeting in the Lowder Building with Sonya Dixon has been schedule.
 - Employees are made aware of the opportunity for a grievance both through the employee handbook and the at the time of a disciplinary action.
 - Sonya explained that the recommendation from the committee is forwarded to the Executive VP (maybe now the Chief of Staff) for final action. It does not rest with HR.
 - Sonya explained that certain actions are givable others are not. She also explained that any employee that has a disciplinary action is told why that action is being taken. So they should always know why the action is being taken
- d. Professional Development – Abby Langham
- The committee is working on the following initiatives:
 - i. A more formal way to recognize employees that have completed degrees recently.
 - ii. Benchmarking tuition benefits at peer institutions and comparing them to those offered at Auburn.
 - iii. Ideas to encourage employees to pursue professional licensures.

V. Comments from Chair

- a. Hardship fund – We can be proud of the accomplishment. It has taken many hands to make it over the goal line. Now we just need to get it funded. Please consider setting up a \$5 per month payroll deduction.
- b. Childcare – University is partnering with an outside company to develop a childcare facility in the research park, hopefully more details will be available soon.
- c. Parking – a company is coming to do a study regarding parking and trasit. They will engage faculty, staff, A&P and students. Please participate to help shape the plan for the next 5 years.
 - All governance groups are banding together to provide parking input.
- d. Christmas break – Leath does not plan to make changes unless employees request a change.

Adjourn: 3:59 P.M.