

Personnel and Benefits March 10, 2016

Jill Bradley-Geist, Tom Zwirlein, James Parmenter, Carla Myers, Jeremy Bono, Sherry McCormick, Leann Morgan and guests Robyn Marschke, Megan Bell, Jody Nelson, Carlos Garcia

1. Family Development Center. Megan Bell and Jody Nelson attended the P&B meeting to provide an overview of the Family Development Center. Several faculty members are interested in seeing an expansion of the center in order to be able to enroll their children.

Students pay a fee to support the center. Student fees go to retire bonds which were used to build the facility. These bonds should be repaid in 2017 but the fees are expected to continue. The center will be looking at whether it is feasible to add to the current facility or possibly build a new facility. This analysis may begin this summer.

There is evidently sufficient demand to consider an expansion. Currently they are licensed for 142 children, but can only handle about 103 at any given time. It is one of the only accredited centers in this area. They have 6 classrooms (an expansion would add a minimum of 3).

They do not have an infant program, because they are very expensive to run.

Drop in daycare is not provided. It is too expensive and hard to predict staffing based on how many kids might show up.

Students and faculty using the center pay a discounted rate to use the center. It is the same rate for both groups.

There are 5 faculty and 11 staff dependents enrolled. There are another 5 faculty on the wait-list. Toddler 1 is the hardest to get into – it can take up to a year to get into this class.

Faculty need to get their children on the wait list early and should take the first opening that they are offered rather than waiting till the timing is better for them.

2. Internal Equity Analysis (Robyn Marschke)

Robyn Marschke joined the meeting to discuss a draft Internal Equity Analysis being completed by Institutional Research .

The committee made a number of recommendations to the draft. Robyn will revise the draft based on these suggestions. P&B expects to review the revised draft at its next meeting.

Next Meeting: Thursday, April 14, 2016 from 1:30 to 3:00.