

8.
 - o have to have these conversations and these current fears are natural and the desire for things to return to the way they are is natural but, we have to recognize as stewards of the institution that things are changing and we have to adapt to meet the demands of the world around and not just survive but thrive.
9. Any questions?
 1.
 - o Different institutions have different strengths and weaknesses, we all had the same conditions, but our health was better, they were smaller, different cash/debt structure, less wiggle room. Tuition drives large part of our operating budget, when their enrollment dropped it created an unsustainable loop (less offerings, less enrollment, repeat)
 2. What is the balance? Target enrollment vs how much aid we give out.
 1. The team looks at geography, financial needs, the needs of colleges,

2. We also consider the Total Rewards
3. 2/3 of our budget goes towards compensation, 70% of our revenue comes from tuition,

make progress on and we have to look at the revenue structure and cost structure.

10. When will improvements be seen?

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2. We also want to look at the benefit structure, is there a mixture of benefits that people might prefer?
3. Equitable and equal are different, we want to be strategic about how we address compensation, we want to help the most amount of people.

11. Calley-Feel free to reach out to Joel or send your thoughts to the staff senate.



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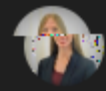
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Machado, Lizzy
Organizer



Bartelt, Jack



Bukowski, Coreen



Coffey-Guenther, Kathy



Connelly, Amy



Dorff, Sherrie

om, Melissa



Econo

s-Collins, Latrice

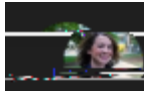


Harris

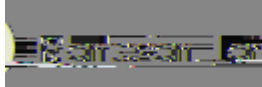
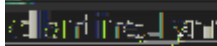
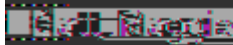


Hostad, Calley

Meeting subject



Kerrick, Lizzy



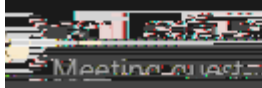
est. Karen



Ruetz, Katie



Sachdev, Ritu



Trecek, Carol

