

CHAIR'S REPORT
OCTOBER 14, 2019

I have been making an effort to send a lot of information out with the daily communications after many of my meetings rather than have everyone wait until the end of the month for my report. I feel like It's more important to be timely with those things than save some content for this report. Thus, I really do not have much to report that I have not already shared.

There is one item. I met with Michael Wade Smith earlier. We talked about the importance of getting the shared governance work group off the ground soon. There was every intention of having that group being at least an organizational meeting down the road at this point but the pending hospital agreement is taking 60 and 70 hours a week from many of the people that need to be at that table. Contractual deadlines have to be met by November 1 and are causing the compression of those people's schedules. The administration is highly aware of the importance of the shared governance project and are committed to it.

Since I've already sent out the things that would have been in my report, I'll take the opportunity to talk a little bit about one of the most difficult things I'm learning to navigate in the role of Chair. Catch 22 is one of the more important literary works of the 20th century. In it, Joseph Heller examines the absurdity of war through the eyes of members of a B 25 bomber crew stationed off the coast of Italy during World War II. Bomber crews in WWII were sent home once they completed a specified number of missions. One of the characters, John Yosarrian, becomes increasingly incensed when the number of required missions continue to increase, to the point where anyone's survival was very doubtful at best. He comes up with a plan to convince the base doctor that he is crazy and unfit for service. He begins attending briefings and other meetings nude or only in a bathrobe. His plan fails though when he asks the doctor "what's the catch? I'm not fit to serve" which leads to this response; "Sure there's a catch," Doc Daneeka replied. "Catch-22. Anyone who wants to get out of combat duty isn't really crazy." So, by exhibiting the very behavior that would get him out of the situation, Yosarrian was actually demonstrating his sanity.

The most difficult single lesson I have learned, and am still learning, is the difficulty in balancing decisions that affect all staff. There are around 4,000 of us. It is very

difficult to apply almost anything to a group that large and have it be a positive to everyone. Even in the scenario of a raise, which you would think would be easy, there is the question of how to apply it, across the board, merit, COLA plus merit, an hourly amount given to everyone? Even applying a raise will affect different people in different ways and will be better for some than it will for others. The same can be said for almost every other topic as well. It is incredibly difficult to consider the opinions and effects a decision will have on group as large as ours and not understand that it is going to be good for some and maybe not so good for some others.

The Catch 22 for me is, every situation and every decision is its' own reality. You can't say "we should always do what is best for the most" because sometimes that can be catastrophic for the others. Every decision has to be made with the information available for that decision, with due diligence and as much counsel as possible.

Sorry for the diatribe but since the things I would normally include in this report were communicated during the month, I thought I would use the opportunity to pull the curtain back a little bit.

Meetings since Sept. 9 Senate Meeting

Wednesday, September 11, Budget Model Workgroup, 3:00 PM, TBA

Monday, September 16, Trustees Symposium, 8:00 AM (all day) Marriot East

Tuesday, September 18, Michael Wade Smith, 9:30 AM, Grawemeyer Hall

Friday, September 20, Leadership Meeting, 9:00 AM, MITC

Friday, September 20, Staff Recognition Luncheon, 11:00 AM, SAC Ballroom

Monday, September 23, Strategic Plan Rollout, 1:00 PM, Strickler

Monday, September 23, Staff Senate EC, 3:00 PM, Ekstrom Library

Tuesday, September 24, Strategic Plan Rollout, 1:00 PM, Kosair Research Building,

Thursday, September 26, 10:30 AM, Dr. Bendapudi, Grawmeyer Hall

Thursday, September 26, Board of Trustees, 1:00 PM, Grawmeyer Hall

Monday, September 30, Senate Leadership, 9:00 AM, MITC

Tuesday, October 1, Strategic Plan Reception, 6:00 PM, Amelia Place

Thursday, October 3, ULPDC Interview, 1:00, MITC

Friday, October 4, ULPDC Interview, 1:00, MITC

Monday, October 7, Senate Leadership, 9:00 AM, MITC

Monday, October 7, Mark Watkins Meeting, 11:00 AM, Grawmeyer Hall

Monday, October 7, ULPDC Interview, 1:00, MITC

Monday, October 7, Budget Model Committee, 3:00 PM, TBA

Tuesday, October 8, ULPDC Interview, 1:00 MITC