



STAFF SENATE MINUTES

MINUTES

SEPTEMBER 11, 2013 9:30 AM

UNIVERSITY LIBRARY, ROOM 622

ATTENDEES	Kristal Anzalone, Christi Bailey, Robin Barton, Katrina Branson, Kristi Davis, Michael Davis, Jason Dunavant, Seth Hall, Jeff Hendrix, Russell Hollis, Shelley Johnston, Kyle O’Neal, Patricia Pate, Cyndy Robertson, Whitney Sutherland, Lindsey Wilkerson
ABSENT	Kelli Cole and Russell Holliw (excused)

Agenda topics

CALL TO ORDER	A regular meeting of the Staff Senate was held on September 11, 2013 in the 6th floor Library Conference Room - LIB 622 and called to order at 9:30 am by Lindsey Wilkerson, Staff Senate President. A quorum was present.
MINUTES	Minutes of the August meeting held August 28, 2013 were reviewed by the committee. A change was proposed and noted. Minutes approved. Kristal Anzalone moved, Whitney Sutherland second.

DISCUSSIONS	<p>President’s Report</p> <p>Strategic Plan will be online. Strategic Plan is a living document. Some things will change. Tried to make the Strategic Plan brief and not verbose, and something we can actually use. Strategic Plan is downloadable as a PDF and as an interactive publication via ZMAG. Facilities Master Plan is also online. Money geared to fund facilities plan – Brown Theatre Complex and the Field House. Foundation fundraiser campaign plan \$54.233M for facilities.</p> <p>A hiring of new Director of Media Relations is in process and will be hired soon.</p> <p>Academic Reorganization</p> <p>Dr. Eric Pani has asked for feedback. How do we feel about “faculties” as opposed to colleges? Pani wants to have faculty know they are in charge, which is more of a European model. Staff Senate feels as if this</p>
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is a downgrade from where we are now. Dr. Bruno will have the final say. The committee for Academic Reorganization has met three times and nothing has changed from the initial meeting as far as the reorganization. There were suggestions, but nothing has changed. Staff Senate is concerned that this will not make our university any better.

Louisiana Tech and Northwestern are Tier 1/2 schools, which was recently released. The administrative unclassified positions will be notified in November and last day will be December 15. Faculty must be notified one year in advance before they are cut. There are different situations where faculty can be let go. Some instructors can be cut.

Staff Senate is concerned that the burden will be left on the people that are left. Remaining staff will have to take on extra administrative duties. Is this worth the total money saved of \$300,000? There will also be a mid-year cut and end of the year cut.

Staff Senate will prepare a formal resolution and present to Pani. Staff Senate concerns are the reorganization takes away from the integrity of the university and people will go to other universities. If you get rid of colleges, do you have to have a Dean, which may not have anything to do with the reorganization? If there are other American schools with this organization, they are more than likely Ivy League schools and probably not recruiting the same students.

The Academic Reorganization, to be implemented in January 2014, will physically move people around campus. Students will not be affected until fall 2014. Printed materials cannot be used. Some cost savings of the reorganization will be eaten up by implementing changes.

Other Staff Senate concerns are that there are over \$1 million in overload pay for faculty who teach extra students. Dual enrollment only gets a certain amount of money regardless of the number of students in the class. Can we look at cutting overloads? Need to be more creative with budgeting. Need to consider doing away with cutting people here and there, little by little. What is the crutch that needs to be considered to get us out of the hole?

The Academic Reorganization will also require retraining people, communicating changes, how we talk to people about changes. The use of "faculties" is not an easy sell. As it is now, students can take ownership of colleges. The average student will not know how or will take ownership and will not understand "Faculties" and changing will not give us a competitive advantage.

There is also a committee looking at programs that may be cut but that will not happen until October. If we make a cut, it has to be big enough to get in front of the problem. We keep saying we are going to cut but we have not. There are no programs cut in this reorganization. How are we saving money with administrative costs when we are not cutting programs?

Financial situation:
\$14.1 million - state funds
\$10 million – collections/bonds...if they come in

Staff morale is a problem. Cutting at the bottom may take longer to get to where we need to be. With this reorganization Administrative Assistants will go from 24 to 9 people. This has not been researched enough.

Communications Committee will draft something and work with Lindsey Wilkerson, and Lindsey will discuss via email tomorrow. Pani will be out of office on Friday and will be out for the following week.

Staff Senate survey still needs to be done. Communication is still a concern.

Jeff Hendrix has a new position, Director of University Planning and Analysis, which is under the Executive Vice President organizational unit. Jeff will no longer be a representative to unclassified staff within Academic Affairs. During the transition, Jeff will be doing both jobs while Graduate School is transferring to Admissions. Jeff Hendrix will need someone to replace him on the ad hoc reorganization committee, someone who is comfortable with the committee, working with faculty deadlines, and with a strong voice for collaboration of a staff member. Seth Hall has been nominated and accepted. Recommendation will be sent to Drs. Sandra Lemoine and Pani.

Constitutional Amendments - did not cover previously. Kyle O'Neal's committee will need to meet about how transfers of Staff Senate members are structured and worded. Have to formally write and vote on it. The last election there was no line of progression from Vice President to President. There are organizational changes that should be considered and whether the person stays until the term ends to provide for continuity.

Going forward, approved minutes will be sent to President Bruno and Vice Presidents.

There were no other committee reports.

Next Regular Meeting – Wednesday, October 9, 2013 @ 9:30 a.m. in 6th floor conference Room – LIB 622.

CONCLUSIONS There being no further business a motion was made to adjourn; motion seconded. Motion passed. The meeting adjourned at 10:45 a.m.