



Meeting Date: February 16, 2017

Presiding Officer: Chair Ryan Wilson

The Staff Senate held a special session on Thursday, February 16, 2017, in PSU 313. Chair Ryan Wilson called the session to order at 11:00 a.m.

Substitutes: None.

Absences: Moussa Dembele, JF2; Sue Camp, JF4; and Galen Martin, JF4.

Guests: Carol Stevens, Financial Aid; Cheryl Combs, Student Employment; Barb James, College of Arts & Letters; Brenda Stewart, College of Arts & Letters; Angie Cockrum, Networking & Telecom; David Cearvella, FCTL; Brad Bodenhasuen, International Programs; Katherine Nordyke, SDPA; MaryAnn Wood, SDPA/ Matt Morris, Admin. Services; Ashley Raines, Diversity & Inclusion; Victoria White, Financial Aid; Jane Robison, Int'l Programs; Betty Lewis, Int'l Programs; Ross Hyde, Grounds; Leslie Henry, Grounds; Tami Reed, Internal Audit; Sharon Long, Bursar's; Grant Jones, Bookstore; Angel Anderson, English; Christie Englis, English; Cathy McFall, Theatre & Dance; Mark Templeton, Theatre & Dance; Kelly Baunto, Football; Ashleigh Lewellen, Campus Recreation; Ian Alamo, CHHS; Holly Bolium, LDC; Catherine Pettijohn, English Language Institute; Melissa Griffith Phelps, MPSI Grad College; and Jennifer Meyer, Psychology.

CHAIR REPORT – RYAN WILSON

The chair turned the meeting over to President Smart.

GUEST SPEAKER— PRESIDENT CLIF SMART

President Smart addressed the Staff Senate concerning the future budget plans for the university. The handout is attached with the minutes.

There are two separate issues in two separate budget years.

Current Fiscal Year 17 – July 2016 through June 2017. We received a 4.5 percent increase. The state however overbudgeted, and their numbers didn't hit the target. Higher ed lost 70+ mm dollars. MSU received a 6.3mm cut as a result.

For the current year, we are using savings from the various cost centers to cover this cut. BOG approved it.

Governor announced proposed budget for FY18—(see Budget Reductions in handout) 9% reduction for higher ed.

The Springfield campus budget shortfall will be 7.5mm.

President Smart went over the guiding principles for the future budget withholdings.

He encouraged the Senate to read *Clifnotes*.

It is likely there will be workforce reductions as part of the cuts. The goal is to make those decisions early and give people an opportunity to fill other open positions at the university. The goal is to evaluate all the open positions.

President Smart answered questions from the Senate.

Question: Will members of Missouri State legislature walk back on these budget cuts?

President Smart: there is that possibility, and we are working hard to do that so that we can reduce the amount of expenditure reductions we have to make.

Question: people are worried they will lose jobs—when would job cuts occur?

President Smart: We are fully funded through June 30. Any kind of reduction would start July 1 and we would see end of March 2017 for early notice and let these folks know about the layoffs ahead of time. The goal is to let them know at least three months ahead of time.

Question: Will there be salary cuts and raises?

President Smart: no salary cuts are anticipated. Unlikely that are any across the board raises. There is a hold on merit/equity raises as well. We will not pass along any additional cost in health care. We will do promotions on the faculty side. We have not gotten any new direction of FLSA, and pay raises will remain when we anticipated the new minimum.

Question: would you consider early retirement incentives?

President Smart: early retirement incentives in the past did not save money, so those will not be done.

Question: will searches continue?

President Smart: each cost center head must manage their own budget. The budget committee in each college will evaluate their own budgets and searches.

Question: in an effort to retain employees could there be considerations for flexible scheduling etc?

President Smart: we are open to that...working from home could be challenging for most...but there could be some HR practices that we can expand on in an employee friendly manner.

Question: will there be opportunities to move to a different department during layoffs and could salaries be lowered?

Matt Morris: Typical practice is to maintain the salary unless the position is a lower grade.

President Smart noted that input is being solicited through Clif's Notes and there will be a town hall meeting soon.

Chair Wilson opened the floor for further discussion.

ADJOURNMENT

Senator Lee made a motion to adjourn the meeting at noon.