



Classified Staff Council
Meeting Minutes
September 16, 2009
Perry Field House

CALL TO ORDER

Chair Violet Serrato called the meeting to order at 10:00 a.m.

ROLL CALL

Attendees: Judy Amend, Cheryl Bookenberger, Robin Bruning, Terry Carver, Diane Colyer, Tamara Corpe, Maria Dandar, Teri Gentry, Judy Hagemann, Jim Hjortsberg, Karen Hobson, Sharon Hupp, Bob Mason, Nancy McQuillen, Faith, Olson, Violet Serrato, Lorrie Sawaie, Karen Schwab, Scott Spaulding, Dee Dee Wentland, Mardi Losoya-Rush for Mary Zuzik.

Absent: Glenna Rufo (unexcused), Nancy Vanderlugt (ASC Rep).

Visitors: Sherideen S. Stoll, Chief Financial Officer for BGSU

APPROVAL OF MINUTES

Robin Bruning will forward the July 2009 minutes to Violet for distribution by email for corrections prior to the October Meeting. Faith Olson approved the August Minutes as corrected and Violet Serrato seconded, motion passed.

TREASURER'S REPORT

Judy Hagemann reported that the Foundation just finished the July Reports so Dee Dee Wentland will provide an updated Treasurer's Report at the October Meeting.

Dee Dee Wentland – No Report.

CSC ACTION ITEMS - UPDATES

CHAIR/CHAIR ELECT REPORTS – The details of these reports can be found on the CSC web site under Resources and then click on CSC Officers/Exec Team Meeting Notes 2008-09 (only the highlights are noted in the minutes: <http://www.bgsu.edu/organizations/csc>)

Meetings with HR – Faith Olson reported on the HR Officers Meeting held on September 14, 2009.

GUEST SPEAKER – Sherideen S. Stoll, Chief Financial Officer for BGSU

Q. Is it true that Tom Page and Geoff Tracy were given bonuses!

A. *This is not true. The University provides incentives to new hires to attract the best candidates. Examples of this would be coaches and Advancement hires. At times in presidential searches there will be some bonus structure, but President Cartwright does not have such a stipulation.*

Q. Is it true that top administrators (Becca Ferguson, to name one) received pay raises?

A. *This is not true. There have been no pay raises to a group on campus. Through reorganizations, there may have been some increases given because of change in job responsibilities, job titles, etc.*

Q. Why were the police sergeants given a 5% increase?

A. *After the bargaining document was signed, the increase was given because it was a historical practice. This will no longer be an expectation.*

Q. It was in the Blade that Albert Colom received a \$30,000 increase along with his new responsibility.

A. *When Albert Colom's contract was being negotiated, there was an Interim Provost. At the time of the negotiations, the promise was made that once a new Provost was hired, Albert's position and title would be changed and expanded. Attached to this change would be a \$30,000 increase. Many of the IUC representatives reported that this is common practice to use non-competitive incentive – meeting particular goals after being hired into a position. This allows universities to hire in at a lower compensation level and then attach a bonus to particular outcomes.*

Q. Was the layoff in the Provost's area used to fund the increase for Colom?

A. *No!*

Q. Why are top administrators receiving pay raises for taking on additional responsibilities when staff who are taking on additional responsibilities due to layoffs and position eliminations are not?

A. *Taking on a greater volume of tasks is different from changing/increasing functional responsibilities. Classified receive increases in pay if job audits verify the functional responsibilities are at a higher/more complex level than current job duties would indicate.*

Note: *Sheri Stoll agreed that one person cannot do the job of two or more individuals in an individual's area. She encouraged discussions with supervisors to determine which responsibilities are absolutely necessary and which are not. Then work accordingly.*

Q. More layoffs have taken place. When, or if, it will be announced?

A. *When there are large groups of individuals who are going to be laid-off, there are preliminary notifications that this will be occurring, months before it actually occurs. As the date draws closer, the large groups are announced publicly. Small groups/individuals are not announced publicly. Layoffs for fiscal year 2010 (current year) have been concluded. However, with the State of Ohio's economic situation, there may be more reductions. If this should occur, the amount of reduction will determine the number of layoffs. Finance & Administration has not begun the in depth planning for fiscal year 2011. The University does not have the protection of the stop loss agreement as previously included in the Student Share of Instruction (SSI). This agreement protected higher education institutions from experiencing noticeable decreases and/or increases in funding through SSI revenues. The Governor is convening a subsidy committee but didn't say why.*

This year BGSU will receive 13.5% of the SSI's that were given to public institutions of higher education with 16.5% of the SSI's being given to BGSU in 2010-11. This year's funding of SSI payments came from the U.S. Federal Government's stimulus package. The money the State was going to be spend on SSI payments to higher education institutions this year was used to fund other things in government.

THIS IS REALLY IMPORTANT TO TAKE AWAY FROM THIS MEETING:

The fiscal year reduction of 2010 is \$13 million. If BGSU is able to increase full-time equivalent enrollment (FTE's) by 2,000 or more, then that would be an \$18 million dollar increase. Contributing factors for the loss are: 1) we took our eye off recruitment and retention; and 2) we didn't invest in our physical facilities when we should have.

Q. Will there be more outsourcing?

A. *No other outsourcing is being considered at this time. But it is required of us to do what is necessary to manage within the resources available. Cost saving opportunities will always be considered. We are here to fulfill our mission. With budget cuts, we will have to find a way to fulfill our mission differently.*

Q. Please explain the expected deficit in 2010-2011 and the projected affect on faculty, administrative staff and classified staff.

- A. *In fiscal year 2011, BGSU can expect a \$5 – 10 million dollar deficit due to the reduction in SSI support. This deficit is connected to the State of Ohio's projected \$163 million dollar deficit from reduced revenues for fiscal year 2011. Front and center on making up that deficit will be the Academic Affairs area since we have fewer students. With reconfigurations and realignments of the college and academic programs to the goals of the University, we hope to have some of this deficit met through vacant lines.*

There is also a cash management issue in June. The SSI payments of \$3.8 million to the University are received on a monthly basis. The \$3.8 million payment for June is being delayed until July. This was an unexpected item in the last budget bill. The tuition increase in Spring 2010 will generate an additional \$2.2 million leaving the University's funds in a deficit of \$1.6 million.

Members of the Finance Committee of the State of Ohio will have a meeting sometime in October to present the details for the cuts. There are no details at this time. What we have to understand is that every university will be affected and that if one university receives a higher portion of the pie, then another university will be affected and receive a reduced piece of the pie.

Q. Please explain out-of-pocket parking fee payments by employees.

- A. *A Parking Advisory Committee is looking into dedicated funding for the shuttle service (1/2 million) and money to take of all the parking lots on a 7-8 year cycle of maintenance. Administrators are already being charged for designated parking spots. There is a plan to initiate a shuttle fee for students to fund the shuttle operation. Departments currently pay for employees parking passes. One proposal would be for employees to pay for some of the parking using pre-tax dollars. Stoll favors a tiered rate system for certain lots so that some will pay for the convenience of parking closer and others will be willing to have more inconvenience and pay less.*