



STAFF SENATE MINUTES

MINUTES

JANAURY 28, 2016

12:35PM

**WALKER HALL,
ROOM 2-109**

ATTENDEES	Members of the Staff Senate and the Faculty Senate
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Agenda topics

CALL TO ORDER	A special joint session of the Staff and Faculty Senates was held on January 28, 2016 in Walker Hall, Room 2-109 and called to order at 12:35pm by Dr. Christopher Gissendanner, Faculty Senate President. A quorum was present.
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DISCUSSIONS	<p>The purpose of the meeting was to work on a joint resolution for the Senate members to send to legislators, university officials, faculty, and staff, the governor, and other lawmakers regarding the impending budget crisis.</p> <p>Dr. Gissendanner began the meeting by giving a brief overview of the "what-if" plan submitted by President Bruno to the ULS system if we are faced with the \$4.1 million cut. The plan consists of the following:</p> <ul style="list-style-type: none">- Approximately \$441,000: Reduce transfer to athletics- Approximately \$1.4 million: Furlough – 1 day per week for the remainder of the fiscal year- Approximately \$150,000: Reduction in travel- Approximately \$548,000: Layoff of 34 probationary staff members <p>TOTAL: Approximately \$4.1 million</p> <p>DISCUSSION AND QUESTIONS:</p> <p>Members of both the Staff Senate and the Faculty Senate were given the chance to ask questions and provide feedback.</p> <ul style="list-style-type: none">- Is there a hiring freeze? Verbal commitments that have been made will be honored. Travel for candidates that has been approved already will be honored, but no future job offers should be made at this time.- Is the Summer term included in this? Dr. Bruno did not mention Summer appointments.- Will faculty be included in the furlough? Faculty will not be included in the furlough since we are in the middle of a semester. However, all 12 month employees will be included and will be required to take 1 day
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per week (8 hours) off March – June 2016 according to the proposed plan.

- **What percentage of the staff will be affected by the layoff?** We do not know an exact percentage number. We just know that 34 probationary employees will be laid off.
- **Will there be exceptions to the furlough policy due to the fact that some areas are already low-staffed?** Both President Cole and President Gissendanner felt positive that there may be some exceptions as some offices only have one or two employees. Individual offices would have to decide which hours/days an employee would be off in order to ensure that the office is covered. The plan submitted right now is very general.
- **At what point will those affected by the layoff be notified?** It will be sometime after the special session is over (March 4th).
- **Will the furlough affect healthcare and other benefits?** All benefits will remain the same. You have to go below 29 hours for benefits to be affected.
- **Have the deans and the upper administration considered taking a pay cut?** It has been discussed that the number of furlough days that a person is required to take will depend on the person's salary as it did in the past when a furlough policy was enforced.
- **Have we considered collaborating with other universities to write a joint university resolution?** No, we have not. The Association of Faculty Senates will have a joint meeting next month. Dr. Gissendanner plans to attend this meeting. It was recommended that he contacts the president of the association to have this item added to the agenda. Since the meeting will not occur until two weeks into the special session, it was recommended that he contacts the president now and maybe a joint resolution could be written via a virtual meeting. However, the joint resolution between the ULM Faculty and Staff Senates should go ahead and be drafted and sent to the appropriate people.

Other Recommendations:

1) Some of the members of the ULM community could possibly go to the special session. It was noted that resolutions are normally read at the session and groups are invited to attend when their resolution is being read. Please remember when contacting legislators to use your personal email accounts, stationary, and postage. 2) Schedule appointments to sit down and discuss the issue with local legislators.

A draft of a proposed resolution was reviewed by the group. The group made recommendations and Presidents Cole and Gissendanner will make the needed corrections. If you have additional questions or recommendations, please let them know.

CONCLUSIONS

There being no further business, the meeting was adjourned.

