

Engineering Staff Advisory Council

26 February 2009 Minutes – Final
NADS Conference Room

Members present: Phil Jordan, Richard Hardin, Dawn Marshall, Susan Beckett, Diana Harris, Deborah Hampton, Andy Veit, Pete Haug, Sarah Williams

Liaisons present: Janann Schiele

Guests present: Dean Barry Butler

I. Call to order – 8:34AM

II. Budget discussion with Dean Butler

- a. Dean Butler explained that within the next three to four weeks, the College of Engineering will need to be prepared to operate next fiscal year on at least 6.5 percent less state appropriations that make up the General Education Fund (GEF). The College is 10% funded from indirect costs, 45% from tuition, and 45% from the GEF. This means that starting July 1 the College may need to cut \$900,000 or more from the budget. Dean Butler asked ESAC how we would suggest reducing expenditures to meet this reduced budget. He proposed three areas to have cuts in:
 - i. Reoccurring expenditures such as the Entrepreneurial Center support
 - ii. Offsetting time through salary release funds which would encourage entrepreneurial advantages
 - iii. Reductions in pay
- b. Dean Butler said that we have to make fair decisions about cutting people that are clinically or contracted funded vs those funded on GEF funds. Is it fair that one person gets a raise and one person gets a pay reduction? What is the impact on operations? What do we have to do to move forward (like no hiring freezes)?
- c. ESAC had a lively discussion with the Dean about ideas to reduce the budget and make fair and equitable decisions. ESAC decided that to support the Dean, we need to boost morale and let budget communications be clear and rumor free.

III. Minutes – Dawn motioned for approval of the January minutes, Andy seconded, motion passed unanimously.

IV. Liaison committee reports

- a. UI staff council – Deborah attended the last meeting and took notes. President Mason was encouraged to hire a vice president of communications. Parental leave goes before the faculty senate for approval – and this includes a 15 day sick leave for adoptive parents. The council discussed the budget situation. An update was given for the sexual harassment training. 22 vacancies in the council will be filled when the electronic voting is completed. Sue Buckley wanted to know if employees would be okay with an 80% appointment over the summer. FRIC plan on gradual decline but the UI is open to discussions.
- b. Janann said that the AFSME and COGS unions negotiated their yearly contracts and that neither union took a pay reduction nor a pay raise. The College will also have no annual awards luncheon because the Union cancelled the room reservation. Instead the College will hold an ice cream social on Thursday of finals week (May 14th in late afternoon). ESAC voted unanimously to approve and promote an informal social event on May 14 from 4 to 6PM.

V. Elections – we need to be recruiting people for next year's ESAC now. Recruiting will be assisted by publicizing ESAC's involvement in the advising on budget cuts and promoting clear communication about the budget. Dawn suggested that we ask people to come to the Brown Bag lunch and pass a sign-up sheet for those interested in being ESAC members. We could invite people that show interest to the March 26 meeting.

VI. Old Business

- a. Shared Governance – the Ad Hoc Workplace Climate Committee met and discussed the budget and would prefer no layoffs but would be interested in salary reduction plans.
- b. International Diversity Committee – some discussion of the FSFI and we would like to borrow flags from International Programs and display them on Thursday April 16 in the Engineering Library or commons area. The John Forys was very supportive of hanging flags in or near the library. We also would like to get a world map with 4 different colors of pushpins so undergrads, grads, faculty, and staff could put a pin in their home country on the map.
- c. Staff Service Award Committee – tabled
- d. Brown Bag Lunch with the Dean – scheduled for next Monday and will have live video feed to NADS conference room.

VII. New Business

- a. The Finkbine / Hancher award – it was decided that ESAC should promote the award process but that ESAC could not nominate a specific constituent for the award.

III. Motion to Adjourn was entertained and passed unanimously. Next meeting: March 26 at IIHR.