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UNIVERSITY LIBRARY

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

ownership of colleges. The average student will not know how or will take ownership and will not under 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 be 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/

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.