

**Faculty Senate Minutes**  
**December, 10, 2005**  
**Meeting held on January 10, 2006**

**(Please note: these minutes were not transcribed and are not in a verbatim format. Additional note: a quorum was present for this meeting.)**

Durell Johnson

Meeting Called to Order at 12:03pm

Called for acceptance of November Faculty Senate minutes

Dale Holen

Motion

Norbert Mayr

Second

November 2005 minutes accepted as corrected.

Durell Johnson

Called for nominations of Executive Officers

Nominations for Chair-Elect

- Ron Yevitz
- Janet Melnick

Nominations for Secretary

- Susan Harper
- Jennifer Nace

Durell noted that the committee membership would be turning over and new committee configurations would be in place by February, 2006. Faculty would be polled for their preferences. The committee membership will cover the period 2006-2008. Once the committee membership is in place we will call on a meeting of the Senate Council to get that role straightened out among all of the new committee chairs. The schedule for Faculty Senate meeting and round table discussions (that will alternate with the formal Senate meetings) will begin in February.

Mary-Beth Krogh-Jespersen

Mary-Beth began by wishing everyone a Happy New Year and welcome back to the new semester.

- Reorganization Update

With the loss of the central administration in the former Dean's (CWC) offices, former responsibilities have been shifted to the Chancellors and DAA's. That is making for some new interesting work to do. The quality of the information coming to the campuses is greatly improved. The most difficult item

for discussion, while not a surprise, is the magnitude of the budget. On December 6 she sent out a WS budget message to the campus. It addresses what the campus was asked to address by the President and the Provost of the University.

The 1 % impact: The WS campus received \$35, 000 less in its allocation this year and we needed to deal with \$50,000 in bad debt. In the reorganization salary lines were removed from this campus. Totaling somewhere in the order of \$290, 000 was removed from the campus budget plus 1% for recycling which was \$78,000. She complimented the Financial Officer Kim Bodgan as she addressed these issues. With the complete cooperation of every administrative and academic area we were able to address this cutback. The total is \$360,000 taken out of our budget.

The second piece is a 2% reduction (\$156,000). \$290, 000 is gone for fiscal year '07 already. We will be losing close to \$430,000 will not be part of our allocation. She noted the magnitude of this problem. We had to set an implementation plans in place to address these budget issues. Everything was evaluated, every position we have was looked at. We had very difficult discussion and difficult decisions had to be made. We have accomplished the 2% cut and we were recognized by the President and Provost for taking on this task and taking the lead in making these hard decisions.

We are ~~closing~~ watching enrollment very closely. We are up by 4 students, which is very good since we were down in the fall by 100. We need to monitor the enrollment of all the campuses and we will need to make any adjustments we need to in '08. This may take years to finally sort it all out.

- Campus improvements

The concern about the sound coming from D-12. We have found a way to dampen the sound and we will see how it is this semester. We will complete the Library, room 105 shortly. We were funded for 2 new renovation projects in D-16 and Multi-Purpose Building, room 12. Costs for these 2 projects are in the neighborhood of \$75, 000.

Questions?

Norbert Mayr

Did we eliminate any positions other than faculty?

Mary-Beth Krogh-Jespersen

Yes, but I will not comment .

Norbert Mayr

Can you give us any numbers?.

Mary-Beth Krogh-Jespersen

I will not comment on those.

Norbert Mayr

Was the faculty anyway involved in the budget decision or on who to eliminate?

There is a great deal of insecurity, no one knows what is going on.

Mike Mahalik

We were charged by Dr. Romano to look at everything – faculty/staff/ administration/courses. There is so much involved that is confidential; there can not be faculty involvement. Everything was looked at before staffing; we were able to use savings [in other areas] so as to not have lay-offs this spring.

Norbert Mayr

Many of us are concerned about this and low enrollment. Good faculty are being laid-off.

Mike Mahalik

Important to clarify that no one is being laid-off; it is a non-renewal of contracts.

Norbert Mayr

This course will have to be filled with adjunct faculty?

Mike Mahalik

In some cases it has been adjunct faculty. There are a number of options.

Norbert Mayr

Have we looked at administrators? We seem to have more administrators now with fewer students than f5 years ago.

Mary-Beth Krogh-Jespersen

There are only 2 administrators on campus the Chancellor and the DAA. They did look first at administration – from the top-down. There are less administrators in the whole CWC. The next step, which will take years, in the process may be to eliminate administrators by possibly regionalizing. That will have to come in time.

Norbert Mayr

In 1992, we were asked to look at directors and asked to look to see if the campus can operate without them in place. Getting rid of good **faculty** means we will have less good students.

Mike Mahalik

Wanted to make it clear that the people who were affected by the non-renewal of contracts were not chosen for bad performance. The main reason was budget concerns and low enrollment. We pushed to notify these individuals as soon as possible. These individuals are top notch, but this did not change the mandate. The process of how these individuals were identified was very **thorough**. We can't break confidentiality but contract status impacted this decision. We know this is a very difficult time, but the administrators were charged to make these difficult decisions. There were checks and double checks. Faculty can't be privy to contracts and a lot of things that were part of the process.

Dick Barshinger

I hope the administration, of this campus, noted and conveyed to UPark the short sightedness of eliminating/determining faculty who are first rate.

Mike Mahalik

What makes this more difficult in that overall we are all top notch; it [the decision] did not come down to the individual.

Pat Hinchey

I am confident that you did what you could thoughtfully. However, we are disheartened that performance was not a factor and we are paying for ill advised Dean's stupidity. What do we have to offer students other than the caring people? This is unconscionable.

Mary-Beth Krogh-Jespersen

I understand we are going through a process. Reorganization has provided a much more direct access to the top echelon. What you are saying has already been conveyed to the administration. We have put into writing what we would like to see changed. There is no shortage of discussion with the President and the Provost.

Pat Hinchey

Does the Board of Trustees understand the implications of this decision?

Mary-Beth Krogh-Jespersen

Yes, this has been explained to them

Marlene Soulsby

This hits us very hard. We have a concern for the people who will not be with us. Have we given them enough time to look for other opportunities for employment?

Mike Mahalik

I would hope there is enough time- we have been doing what we can. We only had a few weeks to do the implementation. We did it [the notification] at the earliest opportunity.

Mary-Beth Krogh-Jespersen

We were obligated to keep these things private. However, if individuals come to you, respect their confidentiality and try to assist them whenever possible. We will be assisting them where we can. We will be writing letters of recommendation because this is not a performance issue.

Phil Mosely

I understand you can't name – names. Can you tell us how many?

Mary-Beth Krogh-Jespersen

We made a promise to the individuals and they choose not to discuss it.

Norbert Mayr

It is not that we are going to stop worrying about it now. We are just asking about numbers.

Mary-Beth Krogh-Jespersen

I have an obligation. We are doing the right thing, we have to leave it up to the individuals to discuss this. That is what I have been requested to do by the individuals. I think if you think about this you can come to a pretty clear conclusion of the magnitude.

Todd Adams

Is there any obligation to get faculty input on the strategic planning committee?

Mary-Beth Krogh-Jespersen

The Faculty Senate chooses their own charge, I can't tell you what to do. My question is what is the Faculty Senate willing to do- over the years?

Todd Adams

So does this mean we should be asked to make suggestions, to purpose what cuts are to be made?

Mary-Beth Krogh-Jespersen

I am trying to separate my self away from the Faculty Senate, because you are the Faculty Senate. You have very specific, standing committees called Budget and Strategic Planning. You are in the process of reviewing the charge. The Faculty Senate is an advisory body to the Chancellor and the DAA. A Chair can choose to assign you something or you can choose to work on something, I can't tell you what to ~~se~~ do. A report comes as a seconded motion to the full Faculty Senate, it is voted up or down and is forwarded to wherever the Senate feels it should go. You have the charge as the Faculty Senate- the role needs to be very thoughtful. I would also caution you to think about the ~~challenge of the challenge~~ confidential nature of getting personnel information to make these recommendations. I would personally prefer a broader set of recommendations rather than human beings you would like to recommend.

Durell Johnson

Addressed role of Faculty Senate Chair- Noted he did bring up many of the concerns in the confidential administrative meeting. It was not his responsibility or within his ability, due to the confidentiality of those meeting, to bring back information from those meetings to the Faculty Senate.

Mary-Beth Krogh-Jespersen

Excellent point- The executive officers of the Faculty Senate can request a meeting with the DAA and the Chancellor to ask questions and then decide on what agenda to set for the Faculty Senate. Not singling Durell out as he has been an amazing contributor to the cabinet meetings. Folks who might be thinking about this position, it is a significant job. Thinking about reorganization it is going to get even more significant. I think we can work together to address some of these issues ahead of time.

Mike Mahalik

The Faculty Senate Strategic Planning committee was not the appropriate place – this not a planning state, this was to address an acute situation. We should now look at things longer term- how do we address this down the road. The number I heard is every campus should be up 50 students- not optimistic that every campus can reach this goal. We need, as a campus – what do we need? What do we have to offer the

students? Programs can't be eliminated by this fall. We should look at it programmatically , we should look at the courses, a lot of different things. That committee should play a key role.

Pat Hinchey

In response you're your comments Mary-Beth about a more active faculty, the role of faculty is advisory and the reality is we probably have less power than a lot of people. It is frustrating when people work really, really hard to build something and it appears to go into a black hole. In terms of faculty being advisors, if you want faculty to be active we need to know what happens to the recommendations we made. Here are the recommendations that were accepted and that we are acting on. We don't know what happened to the specific recommendations of a committee. Decisions seem to be made beyond us. We do not know what information is used to make decisions I asked a long time ago what are the usage rate , before we build how much of what we already have are we using? I ~~ma~~ am not saying we don't need a media lab, I'm saying I don't know that.

Mary-Beth Krogh-Jespersen

I am going to address that- I got that question from the ~~TATLC~~ TLTAC committee and a number of other places. I sat down with a number of people , but we looked at the strategic plan. The strategic plan states we will have a ~~TATLC~~ TLTAC committee and one of the projects it states we will work on is the media lab. The strategic plan was widely reviewed. If folks did not understand there was plenty of time to ~~make~~ talk about it. Once ~~is~~ the plan is accepted and I have a funding source, I am going to move on it. I ask the same questions as you do because I do not want to waste money. If you are sitting at a ~~TATLC~~ TLTAC meeting- I am using this as an explanation, because that is what we want, they submitted a report, I responded back in writing. We are proceeding through the various recommendations. If you have any questions, the process is ~~right~~ to write to the committee chair. If you have given up, I think you should reassess that approach.

Durell Johnson

Mike, the DAA report?

Mike Mahalik

2 points. There is a meeting with the Chancellors with Dr. Romano, it was established that there would not be any guidelines established for the 19 campuses for summer compensation. This means that each campus may make the decisions about summer compensation that is appropriate for managing our unique situation. I can't comment more about that since this just happened. So there has to be further exploration on how this will affect everyone in here and our summer offerings. After this becomes more firm then we can have more dialogue about it. The second point is with the change with reorganization, Dr. Romano has changed the funding model for RDG's. We now have the money from Undergraduate Education which is now through Jeremy Cohen and separate source of money through Dr. Romano. So we have 2 sources .There are certain perimeters set for using this money , but it is up to the DAA's to disperse the money. So, what we are trying to do is to come up with a nice simple way to do this and to benefit the most people. I do not know if there will be any money set aside for PDG's or TDG's. Other information can be found in the DAA report.

Durell Johnson

Asked Marilee and Seth to table their IT presentation due to short amount of time.

The Diversity Committee wanted to put forth proposal for money to support refreshments for the Martin Luther King Program on Wednesday, January 16, 2006.

Todd Adams

Motion for the Faculty Senate to support the Diversity Committee's request for funds for the MLK program.

Dale Holen

Seconded

Motion passed

Durell Johnson

If there is no objections we will table the new and old business to the next meeting.

No other business.

Todd Adams

Motion to adjourn-

Dale Holen

Seconded

Meeting Adjourned,

Respectfully submitted:

Janet Ann Melnick, Ph.D., LSW., MSW

Faculty Senate Worthington Scranton Secretary