

Full Minutes from the May 22, 2008 Joint Meeting
of the President's Staff and Budget Steering Committee

Present: David Clay, Elena Bernal, Monica Chavez, Nancy Combs, Houston Dougharty, Mark Godar, Kathryn Jacobson, John Kalkbrenner, Mickey Munley, Kathleen Skerrett, Paula Smith, Marci Sortor, Karen Voss, Greg Wallace, and Lesley Wright

Marci Sortor called the meeting to order at 11:30 a.m. central time.

Voluntary Reduction of Hours

The group returned to a discussion of concerns that supervisors may (1) be discouraging employees from exploring the possibility of participating in this program, or (2) feel that they cannot refuse a request to reduce hours if it is made. The group discussed that employees must be given the opportunity to explore their options and that HR should be seen as a resource for helping supervisors and employees think about strategies for using this program. It remains unclear as to whether this program can be made available to our bargaining unit employees without violating the terms of our contract with them.

FY2011 Preliminary Discussion

The group reviewed documents showing (1) growth in staffing levels over the past 10 years, (2) a list of expansions in the faculty since FY 1998, (3) position requests submitted in FY 2009, (3) a projection for FY 2011 and FY 2012 contemplating 5% reductions in the endowment contribution to the operating budget in each of these years, (4) a list of assumptions used in the projection, and (5) endowment spending. Karen Voss noted that in FY 1999, salaries and benefits amounted to 47% of the operating budget. FY 2010 it amounts to 58%.

President Osgood spoke briefly about some questions that the group should consider: should the loan cap be raised (and if so by how much), will revenues from gifts and grants and foundations deteriorate further, what should be the increase in the comprehensive fee (if any), and how much can we take out of expenditures (versus gain from increasing revenues)? The projections for FY 2011 and 2012 show deficits. Given that we have already made most of the "relatively easy" reductions, the needed reductions for FY 2011 and FY 2012 are likely to have a different character and to entail a restructuring of some of our areas and programs.

The group briefly discussed some possible reductions. Marci Sortor asked the group to bring to the next meeting a list of institutional priorities that should inform the budget discussion and a list of the college's most significant needs (e.g. to finish the EKI or to bring applications to 5,000 or to address diversity). Russell Osgood asked the group to prepare lists of possible (significant) reductions.

The meeting was adjourned at 1:00 p.m.

Respectfully submitted,

Marci Sortor