

**Faculty/Staff Council  
Minutes  
May 18, 2010**

**Quorum was not met. April minutes were not yet approved.**

**Present:** Steve Rubert, Sharon Smith, Dr. Bob Klabenes, David Martin, Steven Murphey, Curtis Miller, Bruce Roberts, Bob Seebeck, Angie Been, Bruce Force, Allen York, Mark Rodriguez, Bob Avakian.

**Absent:** Ken Milliman, Kevin Hulett, Louise Ballenger, Trudy Book, Leah Torbett (E), Jenny Duncan (E), Christy McCall (E), Steve Bryant, Brian Caldwell, John Pemberton.

**HR Report** – No report - Christy McCall was absent.

**Physical Plant Update** – Bob Seebeck reported:

- The Day Care is open and in operation.
- We're working on the parking lot, west of the laundry mat, putting down asphalt which will give us some additional parking spaces.
- We are also working in Lackey Hall, in the lobby, making renovations.
- We will start working in the Creek Nation area, making renovations.
- From June 10 until July 12, we will replace the floors in the Allied Health Bldg with terrazzo. The nursing staff is moving over to the Student Union building, and they will hold classes in different areas.
- We are putting a new roof coating on the Student Union.
- Currently, our staff is working in the HEVi Department and we anticipate having that done this summer.

**OSU Faculty Representative Report** – Bob Avakian reported:

- At the meeting in Stillwater, we talked about finance and enrollment, and in 2011, we could be looking at a 12% cut, not off of what was projected, but our actual fiscal year 2010. 2012 will be worse, because stimulus funds will be gone, and rainy-day funds will be gone.
- Enrollment is up Tulsa Community College, Northeastern State University, which OSU sees as their competition, but the Stillwater campus thinks they have a higher quality education program but they're more expensive than TCC or NSU.
- The phased retirement plan is explained on the Faculty Council web site.
- Mr. Hargis reiterated the fact that all professors and staff need to thank donors, and also call parents and thank them for letting us teach their students.

**OSU Staff Representative Report** - Allen York reported:

- At the meeting in Stillwater, they talked about tax revenues being up, and applications for out-of-state enrollment for fall are up, but applications for in-state enrollment are flat.
- On the Stillwater campus, the master plan that they are working on, the staff-advisory council made a recommendation for walking trails.

- There is a recommendation of going to a four day, ten hour work week per day, for the 2012 Stillwater campus summer semester.

**OSUIT Faculty Committee Report** – No report - Mark Rodriguez said they didn't meet the previous month.

**OSUIT Staff Committee Report** – No report – Curtis Miller had no report.

**Policies and Benefits Report** – Position vacant – No report.

**Public Relations Report** – No Report – Steve Rubert had no report.

**Rules and Procedures Report** – Position vacant - No report.

**Health and Wellness Report** – Bruce Force reported:

- When we come back from summer break, we will be tobacco free on our campus. There will be tobacco cessation classes at Okmulgee Hospital.

**President's Report** – Dr. Klabenes reported:

- I suppose budget is on everyone's mind, and we seem to deal with it constantly. We took a 7 ½ % budget reduction this fiscal year, then we got some supplemental back, so it ended up being a little over 4%. What we are being told at this point, is a 10% cut, starting July 1. Who knows, hopefully it won't be 10% the next fiscal year, but that is the direction it is headed. What we were hoping is that the State Legislature would announce a budget agreement this Friday. What we were told is that the Governor wanted to protect all of education, but the speaker and the pro tempore said no, they will get the same cuts as everyone else. Once we find out what the actual appropriation is, we will have to look at whether there will be a tuition increase or not, because of the impact they may or may not have on our enrollment. We know our room is going to have to increase to make our bond payment, board is going to have to increase some, as food costs have gone up, some. My concern is student's ability to get the dollars to pay. Because adding on additional cost to students will help us, but then it could be a zero sum gain, so that is where we are with the budget.
- There are some positions that we need to refill, and we know we can grow in Nursing, if we know we have permission to grow that program. We will know more for sure by the 28<sup>th</sup>, because the state regents will probably meet before the 28<sup>th</sup>.
- The work-study program -- minimum wage has had a major impact on us. We have received the same amount of dollars for the last four years, and minimum wage has gone up to \$7.50. When you look at the same dollars for federal work study, and you go up 38%, you have a significant decrease in the amount of hours we have for students available to work. We have asked Residential Life, and Student Life, to kick in 40,000, about 40% of his workstudy student needs. And we asked the Student Union to kick in 8,000, totally 88,000 that those three kicked in. We did increase a little bit; the amount of dollars that we did put in

from the institution, for the workstudy program, and the impact is not that much. But nothing for internships. But last week we had 130,000 hours requested, but we can only have 83,000 hours. But we will be okay for the fiscal year.

- There was a question about the pay recognition for non-faculty that gets advanced degrees. Have had some discussion with unit leaders, and Deborah, and we do want to provide some recognition. We did one for faculty; but it is much more difficult for classified employees, because there is a pay plan, and staying within the pay ranges. Now for staff people that complete a Bachelor or Master degree, there needs to be some type of recognition for that also, but it is a lot more complicated than it is for faculty, in particular, classified employees. In some cases, I think that the unit leader could re-write the job description, and make it a non-classified position, and then have different responsibilities, then that would be one way to approach that. So we don't have this thing resolved, but we do want to figure out some way to recognize the investment that people have made. One idea we had was to hire a consultant to look at the whole classified pay plan, that is a \$10-15,000 investment to do that, but that may be the fairest way to do it. If we followed the same procedure as we do for faculty, we would make it retro-active back for two years, so people would get it in the same fashion as faculty.
- My concern is student's ability to pay. I think we had 130 students we had to purge for summer enrollment, because they couldn't pay, and if you can't pay, you can't go to class. So that is a major concern, if you translate that to fall term, it could be a little scary.

**Old Business** -- None.

**New Business** – The Employee Awards Banquet will be June 8.

**Next Meeting – June 15, 2010**