

JOINT RETRENCHMENT COMMITTEE

Minutes

Monday, July 14, 2003

McKee 127 3:00 p.m.

Members present: Clough, Gregg, Gustafson, Huang, Jenkins, Lennon, Reed, and Temkin

Members present by proxy: McConnellogue (Huang) and Schoneck (Huang)

Special assistance: Dinges, Garcia, and Gavin

The July 7 minutes were approved without objection.

As the due date for the Committee's response to the President's Report is on a Sunday, the response could be handed in on Monday, July 21. However, the Committee agreed to give it to the President on Friday, July 18.

The August 25th date that the Committee agreed upon to have the criteria done was not put in the response. It was approved without objection to add the statement, "The Committee intends to make those recommendations by August 25, 2003," in the last section as the second sentence of the last item B as part of the Committee's role.

A final review of each section was done. Changes are noted below.

Introduction: Marshall Clough, writer

-- May 20 will be changed to May 21 in the last sentence of the first paragraph.

-- in the second paragraph the President's charge to the Committee will be noted in addition to the Committee's charge under the Board Policy.

-- in the seventh paragraph, fifth sentence, the parenthetical phrase was changed to read, ". . . (~~several~~ a number of lawsuits, some of which the University lost)."

-- in the last paragraph, a sentence will be added regarding the effect of a RIF on students.

At the end of the introduction, the following statement will be added regarding the structure of the document: "In the following document, each section is a response to a section in the President's Report to the Faculty Senate. Those sections are identified by titles, which indicate the section of the Board Policy being addressed."

Section I: Ellen Gregg, writer

(Description of the nature and degree of the financial crisis faced by the University, which gives rise to a claim of financial exigency.)

-- at the beginning of the section the word "Response" will be deleted.

Section II: Jinny Jenkins, writer

(A list of alternate measures already taken and those which could be taken to avoid resorting to a reduction in force, including dollars and FTE positions saved by normal attrition, and an identification and review of all vacant positions.)

-- the last sentence at the end of the first paragraph will read, ". . . dramatic downturn in the nation's and state's economy ~~since 9/11/01~~, makes enhancement . . ."

-- in the fourth paragraph, second sentence, the word "detriments" was changed to "drawbacks".

Section III: Allen Huang, writer

(A statement of the reasons those measures and normal attrition are not adequate to alleviate the financial crisis.)

-- the first item A will read, "~~Eliminated~~ Elimination of annual salary increases for all employees."

-- under Cost-Saving Strategies, item 5 was changed to read, "~~Assess~~ Increase the cost effectiveness of the general education program."

-- in item 6, an "s" will added to "operation".

Section IV: Ken McConnellogue, writer

(A statement of the reasons the financial crisis is of sufficient severity to justify the belief that a reduction in force may be required.)

-- the sentence, "The Committee intends to make those recommendations by August 25, 2003," will be added to the last item B of this section.

All revised drafts are to be sent to Dinges who will put them in final form then distribute it by Wednesday, July 16 to the Committee for approval. Each member is to give Dinges his/her approval or disapproval by Thursday, July 17. The Committee's response will then be given to the President on July 18. It was noted that the proxies on file will be extended through Thursday for approvals.

Temkin noted a concern that those not involved with the JRC have no idea of what is going on. It will be suggested to the President that there be a general meeting of the faculty to explain. It was questioned if there should be something in the Committee's response to reference that there is a planning process going on that is not restricted to the Committee, but that the Committee has a role in the process. It was determined that the statement in the last item A of the last section regarding the role of the JRC would be sufficient for now as there is not much detail at this point: "To contribute to and review the comprehensive plan for the University." Clough will add a sentence or two at the beginning of the introduction to address the concern.

The next meeting will be Monday, July 28 in McKee 127 at 3:00 p.m. when the Committee will discuss recommended criteria to use to evaluate programs and services. Temkin will provide a list (from Robert Dickeson's book) to begin the discussion.

The meeting adjourned at 3:52 p.m.

Jack Temkin
Chair

Vicki Garcia
Recording Secretary