

Staff Council Minutes

Date: May 13, 2020

Zoom: <https://uidaho.zoom.us/j/143806896>

1. Call to Order - Chad
2. Attendance - quorum established- Diane
3. Approval of Minutes -approved - Chad
4. Staff Member of the Month - Sumit Shahi - Tami
5. Sustainable Financial Model Working Group

- a. Context – Cari

The committee came up with the Hybrid model that is flexible to allow for changes in income level and be strategic as well as reward performance.

- b. Q&A – President Green – impressed with job of the committee, but much hard work still needs be done. Need to define and model efficiencies and then refine annually.
- c. Q: Cindy Ball: How do you plan to allow for growth in depts that have been “cannibalized”? A: through enrollment, 6-year grad rate, and collaboration. Sees that Science and Engineering can really benefit from this model.
- d. Q: Ryan Buford: Curious about evidence to back this model? A: RCM model is not for everyone that uses silos if University is doing well but doesn’t create collaboration and it doesn’t allow for central support. Changes are not taken into account with current model, so anything is better (Brian Foisey).
- e. Q: Chad Neilson: Some base level funding for some areas. Does that money already exist? A: No, but some will come from PPP, we would try to support the three pillars, Student success, telling our story and research. Pres Green did go out and raised \$800K. That will need to continue to happen.
- f. Q: 9500 students as a base? Where did that come from? A: it was arbitrary and considered conservative – perhaps maybe too conservative. Moving incentives to departments from 30% based on enrollment to 50%? Perhaps that is too steep.
- g. Program prioritization: Are non-academic units not on the list? A: Still going forward, but difficult to predict. Have been trying to deal with COVID and prepare for fall.
- h. When will departments find out for planning purposes? A: Until it is established, we will be in change and so he doesn’t know. The committee will need to solidify budget plans this fall and try to get it implemented for FY22.
- i. Boise State and Idaho State Exempt employees are going to be at will employees this year. Is U of I going to do that? A: Idaho state is not, only Boise State. Their letters of appointment will be determined after enrollment is determined. So far, we are not, but we may have to consider that.
- j. IDRT (Infectious disease response team): Are any members from outside Moscow? A: We are considering all areas, including those distance areas, but will need to involve the leadership in those areas. We had a few students that wanted to know what classrooms might be available in other areas. Working on getting all Gen Ed classes online, but other hybrid models are also being worked on. We will work on having as much available as possible.
- k. Ryan: Timeline for the implementation of the new financial model is aggressive. Is there a reason – is it being rushed? A: Average is 3-5 years, but we can put it in, which is why we model and check. We may not be able to implement next year, but the downside is to continue on the current broken road. We are not being safe by waiting.
- l. Will there potentially be more holdbacks from the State? A: Current FY has a current 1% and a later cut because of COVID. Now another 2% and another 5% from COVID. – **What he said here was confusing to me.**

- m. What funding is for deferred maintenance on buildings? A: P3 deals will help with that. Current plan for steam plant will cause it to be well maintained. We have relied on the State in the past, but we cannot do that anymore.
 - n. Page 5 of White paper: What percent does Core get if we go above the high level? A: Model will have to be adjusted to account for it.
 - o. Bob Hoffmann: When people get back to work, can we be more flexible with work from home? A: We have to be able to comply with the State and its rules, but COVID made many of those hoops go away. I have no problem in theory, but the State doesn't view it the same way. We will work on that.
 - p. Michelle Beagley: Regarding furloughs, how was the sliding scale determined, and is salary considered before or after furlough? A: Brian: Need to save \$3.3M. Step one and three are easy to calculate, the rest was just a calculation that will change with the number of employees. Choices were made on recommendations from faculty not to tax the most vulnerable. Faculty senate was willing to take a hit at the highest level, mostly faculty and administration.
 - q. Is there a timeline for buildings opening? A: June 1
 - r. Would employees on FML be exempt from furlough? A: haven't established a difference between unpaid family leave and furlough.
 - s. What amount of furlough will there be for Tier 2 employees? A: It is a bit difficult to tell because it is based on the number of employees and that changes.
 - t. Will employees be required to return to offices when buildings open June 1? A: will be soft opening, but most folks back about June 1.
 - u. Some are worried about the furlough after retirees leave, can we take it before July 1? A: No. We need the savings in the next FY. We are fighting to save jobs.
 - v. Will even soft funded people have to take furlough? A: Yes.
 - w. That puts in breach of contract, and we will need to give it back to sponsored projects. A: This loss to University not significant. Need to work around that in other ways. Brian: There is also a difference between grant and soft funds. Any savings in other areas really helps. Grants are expected to be treated the same as other funds by Federal agencies. OSP will be writing up FAQ for the University.
6. Bylaws vote – Vote unanimously approved – Chad
 7. Chair and Vice Chair Candidate Presentations - Chad
 - a. Chair
 - i. Chad Neilson
 - b. Vice Chair
 - i. Diane McGarry
 8. Annual Review - Chad
 - a. Goals – all were implemented
 - i. Communication plan
 - ii. Meeting expectations
 - iii. Member expectations
 - b. Bylaws – passed today, we still need to create Operations Manual
 - c. Other eligible adults – this was a difficult conversation
 - d. Budget – will continue
 - e. Facilities outsourcing - another difficult discussion
 - f. COVID-19
 9. Reports
 - a. University Awards and Staff Recognition – Ian - Not much to update, distribution of gifts will probably be in August.
 - b. University Inclusion Committee – Stephanie – reminder of purpose

- c. Faculty Senate - Charles and Ben – Concluded business for the year (30 meetings) Not much in last 3 meetings that affected staff. There has been a lot of transparency. They are feeling much the same anxiety that staff are regarding COVID and budget crisis.
 - d. Elections update - Erika
 - i. Outgoing council members with either finished terms or retiring– Amber Feldman, Darren Kearney, Kris Freitag(retired), Jennifer Baillargeon-Hauk, James Mader, Debra Caudle, Kristy Copeland, Stephanie Fox (retiring).
 - ii. New council members – many new members. See video for all names. Also for committee appointments.
10. Parking Lot Topics -
- a. Furloughs – Yesterday met w/ faculty senate - asked to host town hall meeting to clarify furloughs. Will send a survey to ask for feedback regarding furlough - Chad
 - b. Retreat – Possibly in September?
11. Good of the Order - Chad
12. Close - Chad

Adjourn at 10:49 a.m.