## Staff Council Minutes

Date: May 13, 2020 Zoom: https://uidaho.zoom.us/j/143806896

- 3. Approval of Minutes -approved Chad
- 4. Staff Member of the Month Sumit Shahi Tami
- 5. Sustainable Financial Model Working Group
  - a. Context tCari

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 tPresident Green timpressed with job of the committee, but much hard work still needs be done. Need to define and model efficiencies and then refine annually.
- c. YW ]v Ç ooW, }Á } Ç}µ ‰o v š} oo}Á (}Œ PŒ}ÁšZ ]v ‰š•šZ enrollment, 6-year grad rate, and collaboration. Sees that Science and Engineering can really benefit from this model.

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 t 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
  v } Z } v [ šhel co]mÁn X tee will need to solidify budget plans this fall and try to get it implemented for FY22.
- i. Boise State and Idaho State Ex

- 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
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- 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. t}µo u‰o}Ç }v & D> Æ u‰š (Œ}u (µŒo}µPZM W Z À v[š 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 t Vote unanimously approved t Chad
- 7. Chair and Vice Chair Candidate Presentations -

- c. Faculty Senate Charles and Ben t 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 **t** Amber Feldman, Darren Kearney, Kris Freitag(retired), Jennifer Baillargeon-Hauk, James Mader, Debra Caudle, Kristy Copeland, Stephanie Fox (retiring).
  - ii. New council members t many new members. See video for all names. Also for committee appointments.
- 10. Parking Lot Topics
  - a. Furloughs tYesterday 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 tPossibly in September?
- 11.