

# University of Baltimore Staff Senate

## MINUTES

Monday, April 13, 2015

12:15-1:30 p.m.

BC 143

Meeting called to order 12:15

1. Approval of the Agenda

Motion to approve addition of Harry Schuckel to agenda by KS. Approved.

2. Policy on Student Social Media Privacy – Dave Bobart, VP for Technology and CIO

USM policy on social media privacy came from issues in athletics. Original policy left faculty use of social media out. UB's policy is slightly reworded from revised policy to include faculty. A law may be coming that trumps USM policy; it would include penalties for policy violations. The policy defines social media account and prohibits certain activities such as mandatory disclosure of accounts and passwords, or forced participation; faculty can under certain conditions use social media; there is enough leeway in current policy to cover campus safety and Title IX issues.

JB: How much more strict is the law?

DB: Does not currently include faculty provision; does include penalties.

BS: Are there student events/SGA concerns with use of social media groups?

DB: Acceptable use policy exists. Possible training through Student Affairs about this policy is likely.

Const: Please reach out to adjunct advisory council on this policy. Target this group.

DB: Review period is closed. There will be an educational outreach.

3. Harry Schuckel – on UBSS resolution

Is not speaking for the president. UB received a \$1.3 million of base budget cut in January 2015.

UB has accomplished these reductions, most units made base budget cuts to FY15 but some made cash (1-time) cuts in FY15 and will make the base cuts in their FY16 base budget submission. The \$1.3M reductions did not result in any employee layoffs or a mid-year tuition

increase. UB did what was needed to protect students and staff. Harry declared this a practical success. The future will be tough and dependent on decisions made in Annapolis by the Governor and Legislature.

For FY16 – we expected an \$80 million cut to the USM but this did not materialize. The State of Maryland economy, due to our geographic proximity to Washington DC, tends to lag a few years behind the national economy. Therefore we experience a delay in entering and recovering from an economic downturn. For FY16, we expect a base budget reduction in state appropriation of \$300,000, which is not so bad. Unfortunately, we expect our mandatory costs (i.e. debt service and fringe benefits) to increase substantially. In most fiscal years, mandatory costs increase by \$800,000 to \$1 million; for FY16 numbers mandatory costs are increasing by \$2.8 million. Therefore base budget expenses are increasing by \$3.1 million; causing a significant revenue challenge. At this time, we expect student headcount to be flat but revenue to be down by \$1.45 million. The revenue decline is due to Law graduating their largest class in years and a smaller freshman class (180 versus 280). UB does plan to increase tuition rates by 5% for all careers/categories except out of state Law (which will increase 4%) and the MBA (which will increase 6% for in-state and 8% for out of state. Revenue from the tuition rate increase will equal \$3.1 million. In summary, revenue will increase by \$1.5 million and expenses will increase by \$3.1 million causing a shortfall of \$1.6 million. The enrollment model (6439 heads) has sufficient risk to warrant an enrollment contingency of 50 students equaling \$625,000. Additional budget cuts could occur in FY16 if the enrollment contingency is not sufficient; however if enrollments are on target, the \$625,000 could be made available for one time funding priorities. There are other necessary expenses which must be budgeted for FY16. Specifically, \$100,000 for title IX training and expenses and \$380,000 in increased financial aid (equal to the tuition rate increases). We have asked the UB Foundation to provide one time funding in FY16 for the increase to financial aid. Therefore total new expenses, including mandatory costs equal \$3.5 million. This translates (new revenues \$1.5 million minus new expenses \$3.5 million) to a \$2 million deficit or a 3.2% base budget cut.

An enrollment growth model was also developed (6617 heads) – if it materializes we'd have \$3.4 million in new revenues and \$3.5 million in new expenses therefore a .5% base budget cut.

As of 2 weeks ago, continuation of the January 1, 2015 COLA was being funded. As of today, it's unknown. The current \$300,000 in state appropriation reduction could easily become more. If a coming cut is severe, UB would need to offer positions to meet the cut, hopefully these would be vacant positions. Substantially greater tuition increases (7%) may be coming from sister USM institutions. At this time, UB doesn't know whether there will be a reduction in the work force; some divisions may require layoffs to satisfy a worst case scenario. UB will do everything to find alternatives to the reduction.

Const: Has early retirement been considered?

HS: Early retirement has a short run yield and the margin is typically small but it would be an acceptable option.

KS: Are furloughs an option?

HS: These have not yet been proposed but could be an option; they're easier to implement when they are state wide. Harry urged audience to weigh in on this as an option. Other specific questions may be sent to University budget office staff.

FS: Are tuition increases just a tool; i.e. could we implement another 2% increase for 2 years and drop it back down by this 2% at a later time?

HS: Yes, this could happen. A case for non-standard tuition increases could be made by the University System of Maryland. Annually, A&F completes a competitive tuition and fee review of all USM and non USM peers which is used by leadership for all tuition rate discussions. UB should always look at tuition rates and those of our peers.

#### 4. Approval of Minutes (March 9, 2015)

Motion by KS. Approved.

#### 5. Chair's Report:

Update – Kristen: questions of SEPSA can go to Lisa Park; Bill is on provost search committee as UBSS representative; President's Investiture is tomorrow; don't forget Title IX training and health care duties

- a. GSC Update – Bill: last two meetings focused on budget. Memos were sent to president; asked for meeting with president, will follow up.

Const: Does GSC budget committee not have a role?

BS: Budget committee suggested a town hall meeting; each governance body sent its own resolution to president

6. Committee Updates

Culture and diversity meets next week

7. Elections – Announcement of new senators

7 new senators announced. Executive board elections are upcoming, UBSS is accepting nominations now.

JB: Thank you to Terry Ross for setting up the election system. 33% voter turnout.

8. New Business: Retreat planning in June has begun.

Motion to adjourn: JH.

Meeting adjourned 1:03.