

Eastern Ad-Hoc Budget Committee
Minutes
April 21, 2015
Connecticut Room
9:30 a.m.

Attendance:

Patricia Banach, Karyl Bulmer, David Cummings, James Howarth, Gregory Kane, Weiping Liu, David Mariasi, Elsa Núñez, Edward Osborn, Steven Weinberger, George Whiting

Absent:

David Bachand, Maryanne Clifford, Luis Cordon, Catherine Dubuc, Matthew Hicks, Drew Hyatt, Jian Lin, Thomas Madera, Diane Moore, Dimitrios Pachis

Meeting commenced at 9:00 a.m.

1. Approval of Previous Meeting Minutes

G. Whiting moved and D. Mariasi seconded that the minutes of the February 23, 2015, meeting be approved. P. Banach abstained from voting. The motion passed.

2. Welcome – President Núñez / Jim Howarth

E. Núñez introduced E. Osborn who attended the meeting to hear the budget presentation.

E. Núñez informed the committee that there is a rumor that President Gray is going to be fired. That has not been substantiated. He has a three-year contract, and next year on July 1 is the start of the third year.

E. Núñez updated the committee on Transform 2020. The Steering Committee met Friday and elected Stephen Cohen as co-chair. Management has taken the position that implementation cannot be done by a steering committee because there are too many budget implications. Many items in 2020 have already been implemented. The committee voted and adopted six initiatives which have been implemented. The goal is to review the next six that have been adopted and then those not yet adopted. President Gray did not attend per Estella Lopez and E. Núñez's request. This allowed the committee to discuss substance. He will attend future meetings.

3. Eastern Connecticut State University FY 16 Budget – Jim Howarth

J. Howarth reviewed the document being presented to the Ad Hoc Budget Committee today and to President Gray and senior staff at the System Office Thursday. The following were presented:

Revenue Sources – Draft (Attachment A)

- The budget is based upon the Governor's budget for funding.
- Additional funding and/or take-backs by legislators are not incorporated.
- Thirty-five percent of revenue comes from the state; the rest from tuition and fees.
- Assumptions are that we have new tuition and fee schedules.
- Projected FY 16 revenue is \$133,385,042.

- Our target for enrollment is back to 2014 levels.

Operating Results/Actions Required to Balance – Draft (Attachment B)

- Financial Aid waivers are 5.7% of revenue. We are spending more on waivers to increase enrollment. No cuts.
- All Other Expenses reduced by \$300,000 to help balance budget.
- Equipment is reduced by \$200,000 to help balance budget.
- System CHEFA Payments, which are collected for the system office and paid for CHEFA debt, are \$3,695,400. These are not controllable by the University.
- Reserve Housing and Food is \$555,177 as required by the BOR.

Representative of Positions being Held

J. Howarth reviewed the document listing positions which could be held open in order to achieve a net savings of \$1,626,287. He explained that these are critical. While we do not have to lay people off, we have to make a huge sacrifice with vacancies and people assuming additional duties. E. Núñez asked everyone to turn in the last page of the handout and return it to J. Howarth.

J. Howarth said ECSU's last rescission was two weeks ago in the amount of \$315,000. There may still be additional rescissions.

4. Human Resources Update – Steve Weinberger

S. Weinberger reviewed the personnel changes as of February 17, 2015. Since the last update, a hiring freeze has been implemented. The System Office said Eastern may pursue searches in the final interview stage and conclude with a hire; any other vacancies that had not progressed to that point were frozen. S. Weinberger said this will produce an arbitrary outcome. ECSU may have more interest in swapping some searches not covered with searches now interviewing positions. S. Weinberger has asked the System Office for the aggregate savings and requested that we be given flexibility to adjust searches to produce that savings. We believe we now have the authority to do this.

S. Weinberger reviewed the handout (Attachment C). Since the February meeting, there have been eleven new hires, six of which were from the Public Safety department; four terminations; and eight retirements. There were 18 tenure-track searches; nine were filled and one was cancelled. Others are in process, but it is yet to be determined if they will be filled. These circumstances are fluid until budget is finalized.

G. Kane inquired about the Director of Athletics search and the search firm being used. S. Weinberger said that President decided to use outside firm for the Director of Athletics and the Chief Information Officer searches. E. Núñez said S. Nelson will continue as Interim CIO if we do not conclude that search. She said the Athletics search is on hold and will continue once we know the status of the budget.

5. New Business: General Discussion - All

W. Liu asked about the transition from VOYA to Prudential Retirement as the state's new Third Party Administrator. S. Weinberger explained that the Comptroller is required by law to periodically issue a Request for Proposal for the plan's administration services. The RFP committee determined that Prudential Retirement provided the best combination of services, tools and educational offerings to help plan participants prepare for retirement. S. Weinberger further explained that ECSU has been assured this will be a transparent transition for employees other than their having to use a new website. Human Resources is sending out office communications as they are received by the Comptroller's office. J. Lin asked for a more detailed explanation from HR to the University community. E. Núñez said we will issue a release and talk about this at Senate.

The meeting adjourned at 10:40 a.m.

Submitted by,

Rebecca Davis

EASTERN CONNECTICUT STATE UNIVERSITY
PRELIMINARY BUDGET PRESENTATION
23-Apr-15

REVENUE SOURCES
DRAFT

	FY 2016 Revenue	% of Revenue	Source of Funds
Tuition	\$ 22,671,363	17.0%	
Part Time Tuition	1,861,261	1.4%	
General University Fee	2,128,216	1.6%	
University General Fee	15,809,993	11.9%	
Extension Fee	2,869,925	2.2%	
All Other Student Fees	1,769,619	1.3%	
Subtotal Tuition & Fees	47,110,377	35.3%	
Housing	20,548,093	15.4%	
Food Services	7,210,735	5.4%	
Subtotal Housing & Food	27,758,828	20.8%	
Subtotal Student	74,869,205	56.2%	Student
Pass Through			
University Fee (CHAFA)	3,695,400	2.8%	
Accident Insurance	1,240,134	0.9%	
Telecom Revenue	408,320	0.3%	
Sub total Pass Thru	5,343,854	4.0%	Pass Thru
All Other Revenue /Contra	726,341	0.5%	
		0.5%	Misc.
State Appropriation	30,305,827	22.7%	
Fringe Paid by State	22,139,815	16.6%	
Subtotal State	52,445,642	39.3%	State
	\$ 133,385,042	100.0%	

**EASTERN CONNECTICUT STATE UNIVERSITY
PRELIMINARY BUDGET PRESENTATION
23-Apr-15**

**OPERATING RESULTS
DRAFT**

	Preliminary Budget FY 16	% Revenue	Actions	Notes	Preliminary Budget FY 16	% Revenue
Revenue	133,385,042	100.0%	-		133,385,042	100.0%
Personal Services	60,157,996	45.1%	(1,626,287)	Net 28 positions & M/C	58,531,709	43.9%
Fringe & W/Comp	37,164,520	27.9%	(1,191,593)	Fringe impact	35,972,927	27.0%
	97,322,516	73.0%	(2,817,880)		94,504,636	70.9%
Financial Aid & Waivers	7,638,949	5.7%	-		7,638,949	5.7%
All Other Expenses	22,946,846	17.2%	(300,000)	Target 3% controllable	22,646,846	17.0%
Library	902,052	0.7%	(25,000)	Target 3%	877,052	0.7%
Equipment	550,000	0.4%	(200,000)	Defer where possible	350,000	0.3%
System CHEFA Payments	3,695,400	2.8%	-		3,695,400	2.8%
Eastern CHEFA Payments	3,116,982	2.3%	-		3,116,982	2.3%
Reserve Housing & Food	555,177	0.4%	-		555,177	0.4%
	136,727,922	102.5%	(3,342,880)		133,385,042	100.0%
Balance	(3,342,880)	-2.5%	3,342,880	2.2% of Revenue	-	0.0%

Eastern Connecticut State University
 Personnel Changes since 2-17-15
 As of 4-16-15

New Hires

Name	Title	Department	Eff Date	Union
Daniels,Vasean A.	Library Technician	Library	3/23/2015	A&R
East,Linwood R.	Instructor	Business Administration	3/26/2015	AAUP
Colonese,Melissa M	Administrative Assistant	Institutional Safety	3/20/2015	Clerical
DeJesus,Pablo A.	Custodian	Facilities Management	3/20/2015	Maintenance
Newton,Thomas E.	Bldgs&Ground Patrol Officer	Institutional Safety	2/20/2015	Protective Services
Vining,Douglas M.	Police Officer	Institutional Safety	2/20/2015	Protective Services
Bagshaw,Carol A.	Bldgs&Ground Patrol Officer	Institutional Safety	2/23/2015	Protective Services
Lyon,John H.	Bldgs&Ground Patrol Officer	Institutional Safety	2/24/2015	Protective Services
Winful,Carl C.	Bldgs&Ground Patrol Officer	Institutional Safety	2/25/2015	Protective Services
Seitz,Matthew R.	Bldgs&Ground Patrol Officer	Institutional Safety	2/26/2015	Protective Services
Rouleau,Michael Paul	University Writer/Editor	Institutional Advancement	2/20/2015	SUOAF

Terminations

Name	Title	Department	Eff Date	Union
Non-Renewal of Contract				
Fitzback,Michelle D.	University Controller	Fiscal Affairs	3/12/2015	SUOAF
Death				
Moriarty,Donna C.	Payroll Clerk	Payroll	4/4/2015	Clerical
Retirements				
Collins, Karen	Admin Asst	Public Safety	4/1/2015	Clerical
Cheverie, Ann	Secretary 2	History	2/1/2015	Clerical

Retirement Announced Since the Last Meeting

Schweitzer, Mary	Library Technician	Library	6/1/2015 A&R
Jahandarie, Khosrow	Associate Professor	Communication	6/1/2015 AAUP
Lyons, Charles E.	Custodian	Facilities Management	6/1/2015 Maintenance
Free, Rhona	Provost/VP for Acad Aff	Academic Affairs	7/1/2015 Management
Mann, Prem	Professor	Economics	8/1/2015 AAUP
Russell, James	Professor	Sociology	8/1/2015 AAUP
Babcock, Bruce	Skilled Maintainer	Facilities Management	9/1/2015 Maintenance
Provost, Gerald	Skilled Maintainer	Facilities Management	9/1/2015 Maintenance

Search Status

AAUP

18 tenure track faculty searches: 9 filled, 1 canceled (Chemistry), others ongoing

Several searches for one year faculty initiated (Physics, Genetics, Economics, ECE/Elementary Special Ed)

The Librarian search was suspended, the Counselor search is ongoing

Management

Chief Information Officer: interviews ongoing

SUOAF

Director of Counseling & Psychological Services: ongoing

Director of Fin Aid & Vet Affairs: ongoing

Coordinator of Student AccessAbility Services, ongoing

Director of Athletics: search was handled by Academic Keys, suspended

Coordinator of Gallery and Museum Services: closed without hiring

Campus Architect: suspended

Associate Registrar: suspended

Teacher Associate: suspended

Residence Hall Dir: suspended

Classified Searches

Police Officers: searches for two positions ongoing