

Bellarmine University
Staff Council Meeting Minutes
November 28, 2018

Mr. Brian Atkinson called the meeting to order at 11:00 am and asked if there was a motion to approve the minutes from October's Staff Council meeting. Ms. Pam Stackhouse motioned to approve the October 24th meeting minutes and Mr. Sean Campbell seconded and Ms. Bridget Babcock motioned to approve the October 29th meeting minutes and Ms. Sarah Davis seconded.

Mr. Atkinson reported the phased retirement plan for members of the Bellarmine faculty would be sent to the Board of Trustees for approval; currently there are 31 individuals who would be eligible to utilize the phased retirement plan. Additionally, it was reported that no decisions had been made yet regarding the proposed Family Leave Plans. Continuing with a review of the Benefits Committee's minutes, Ms. Babcock reported the committee had reviewed Bellarmine's claims experienced thus far and reviewed data which suggested the University community was under utilizing the Go365 Program.

Mr. Atkinson then reported on the November 1st Resource Management Committee Meeting in which the proposed budget cuts were discussed and recommendations determined. Mr. Atkinson shared the following items were **approved** by the Resource Management Committee:

- 1.5% increase in the undergraduate tuition rate
- Increase tuition revenue of graduate program to \$400,000
- Set new fundraising goal of \$1,750,000
- Increase faculty teaching load to 4 courses in the fall and 4 courses in the spring
- Reorganize the School of Communication and School of Environmental Sciences to be included in Bellarmine College (saving of \$285,000)

Ms. Bynum indicated members of Bellarmine's faculty feel they are bearing the brunt of the budget reductions; however, staff are also feeling the effects. As of November 28th, there were 10 full-time positions frozen and 5 part-time positions frozen; 3 of the frozen positions are in the Development Office – who is now responsible for a record fundraising goal. Additional changes taking place is the University budget will be based off an incoming cohort of 650 students instead of the traditional 680, the Accelerated Nursing Program has been asked to increase their enrollment to 100 students and the University is reviewing the potential of adding a winter term as an alternative revenue stream. When asked how faculty felt about the academic changes, it was shared the faculty agreed with – and had previously proposed – the course load increase, but faculty were upset with the elimination of department chair positions since this would result in additional stress and work for the faculty members without yielding what they felt was a large enough cost saving measure.

Mr. Bryan Hamann then asked if there were concern, these changes would make it more difficult for Bellarmine to attract potential faculty and staff members of quality. Ms. Bynum indicated it would be important to exhibit the characteristics which makes Bellarmine a unique place to work and institution which treats the community members as a family. Ms. Bynum then referenced the community's efforts to assist Public Safety Officer, Peter Mouser, with recovering from his house fire. Additionally, Human Resources is working with Public Affairs to determine ways in which the Bellarmine story can be shared with and marketed toward potential faculty and staff members.

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Mr. Atkinson then reviewed the work Staff Council had accomplished during the summer and fall.

- Successful Staff Council Picnic
- Inaugural morning of service for Bellarmine Staff
- Proposal of a more equitable Family Leave Plan for Staff
- Proposal and approval of Spirit Wear Fridays
- Proposal and approval of extended Thanksgiving and Winter breaks

As a way of celebrating a successful year, Mr. Atkinson proposed the Staff Council celebrate with a potluck at the December 12th Staff Council meeting.

Mr. Atkinson ended the meeting thanking everyone for their time.

In attendance:

Brian Atkinson
Bridget Babcock
Calene Baldwin
Kate Brabandt
Lynn Bynum
Sean Campbell
Sarah Davis
Jeremy Doyle
Bryan Hamann
Walter Parker
Angela Rone
Tammy Uchida
Pam Stackhouse
Emily Werner