

**MINUTES**  
**HSU Staff Senate**  
**February 8, 2012**

**CALL TO ORDER**

The meeting of the Henderson State University Staff Senate was called to order at 10:00 a.m. in the Wilson Room by President Dan Mabery.

**ROLL CALL**

**Members Present:** Stephanie Bailey, Yvette Bragg, Bettie Buckley, Anna Eudy, Allan Ford, Josh Hebig, Debra Hill, Penny Kinder, Dan Mabery, Randy McCauley, Beverly Quillin, Brenda Scott, David Sesser, Drew Smith, Karen Spradlin, Annette Summerford, Rhonda Thigpen, Sharon West, Deloris Williams

**Members Absent:** Amanda Baker, Martha Bryant, Charlie Fetterhoff, Josie Gordon

**Guests:** Jackie Inouye, proxy for Martha Bryant; Interim President President Jones

**APPROVAL OF MINUTES**

The Minutes from the previous meeting were distributed. Karen Spradlin noted that instead of several misspellings, a correction in the nominations for secretary section, and a clarification needed in the "election of officers" portion of the Minutes. With these corrections, the Minutes were approved on motion by Drew Smith, seconded by Annette Summerford.

**PRESIDENT'S REPORT**

Dan Mabery introduced Interim President Bobby Jones who was present to address to Staff Senate. President Jones said that Henderson had made a presentation to the legislature yesterday. Feb. 13 marks a new fiscal session at the capitol. Henderson is not receiving additional funding from the legislature this year above operating expenses. Some schools in Arkansas will be receiving equity money from the governor because they were already below the amount they should have received under the existing funding formula. The new funding formula for not this coming budget year but the next year will be performance-based, dependant on the number of graduates rather than the number of students enrolled. President Jones said that although there is some concern that Henderson and other schools could become "diploma mills" since funding would be dependent on the number of graduates, he said that we would continue to provide high quality education and demand good work from our students. The three mandatory categories by which Henderson will be evaluated are total number of degrees conferred, number of bachelor's degrees conferred and the number of STEM (Science Technology Engineering and Math) degrees conferred. There are also optional categories that each institution had to choose by which they will be evaluated. President Jones said he and Lecia Franklin chose categories they felt Henderson was already strong in. Henderson must show improvement in these areas over the course of two or three years to receive funding.

President Jones said that he had contacted Senator Johnny Roebuck in regards to the new funding formula which is set up over a five-year period. Henderson and other state schools must contribute 5% of their received funds each year for five years to a pool from which they may received none, some or all of the money at the end of the fiscal year depending on performance. He said that would mean a total of about \$4+ million Henderson has to put into the pool over the course of the five-year period. President Jones said that it was not possible to continue to meet Henderson's financial needs when this amount of money was being taken away from existing funding. He said he hopes that within two years

this program would be eliminated, because this is what has happened with all other surrounding states who have tried to adopt a performance-based budget. He said these policies only work when there is extra money being used, not coming out of the school's existing budgets.

President Jones said they are working on the possibility of a raise or bonus for non-classified staff since this group of employees has not received a raise in six years. This raise would not be applicable to classified staff because these employees are governed by the Office of Personnel Management, and Governor Beebe who did not give a cost-of-living raise to classified staff next year. Classified staff recently received a raise over the course of two years that was mandated. The bonus may only be for faculty. Arkansas is currently 50<sup>th</sup> in the Southern Region Education Board's salary comparison and Henderson has not been able to increase faculty salaries when other institutions have so there is an imbalance. Healthcare premiums will not go up, so this will be of benefit to both classified and non-classified staff.

The bidding process for the new cafeteria is set to begin in March.

President Jones said he thought the campus was ready for the upcoming Higher Learning Commission visit. He said that financially Henderson is in the best place ever since he has been at Henderson. He said the self-study has been helpful in identifying areas we need to improve and areas we are doing well in that needed to be documented.

Henderson has a zero-based budget which means every area starts with \$0 and justifies how they spend each dollar that they receive in their budget. He said our budget will be funded based on our mission.

President Jones encouraged everyone to attend the upcoming presidential search forums. He mentioned high quality of student-athletes' performance and artistic talent of students exhibited at the President's Concert and encouraged everyone to be positive about the great things going on at Henderson. He asked for questions.

Brenda Scott asked if the university had acquired any new property. President Jones said that Henderson Police will be moving into Womack and that the music department will use the newly acquired Blackmon House for much-needed rehearsal space. The university also purchased a house on 12<sup>th</sup> Street and a vacant lot. They are probably purchasing another home on Wilson Street.

Deloris Williams asked whether any of these spaces might be used for more parking. President Jones said that was not currently planned and that parking was not really an issue from his point of view. He said he has been asking Henderson Police Chief Johnny Campbell to count empty spaces around campus at different times of the day/week and there are always plenty of empty spaces open, they just require people to walk a little ways to get to the main campus.

Brenda Scott asked how Veterans Upward Bound and ROTC could get in the running to receive extra office space if any became available. President Jones said she could consider them "on the list" and that he would be discussing options for where certain areas would go in the near future. He said there are more requests and needs than spaces right now. For about five years we have not received any money from the state for building buildings.

Dan Mabery thanked President Jones for speaking to Staff Senate.

Dan Mabery said that in an effort to increase transparency on campus, all executive officers' expenses now will need to be approved before reimbursement in addition to all of the Board's expenses.

The representative from Faculty Senate this year is Beth Maxfield.

### **OLD BUSINESS**

Brenda Scott and Sharon West thanked Staff Senate for the resolution of the pothole problem in the Caplinger lot.

### **NEW BUSINESS**

Dan Mabery distributed sheets outlining the Staff Senate committees and asked senators to specify which ones they preferred to be on. Yvette Bragg is chair of the Survey Committee, Karen Spradlin is chair of the Election Committee and David Sesser is chair of the Textbook Scholarship Committee. He also asked for suggestions on what projects Staff Senate should be involved in over the course of the year. Annette Summerford said that we should continue the Ask Me program. Dan suggested Staff Senate work on the Staff Handbook and the "Grow Your Own" program. Several senators indicated support for these projects.

Penny Kinder asked about getting signage in Womack. Dan Mabery said that he had been told that signs were being designed but that they hadn't been completed yet.

Deloris Williams asked about rumors for parking changes. Dan Mabery said that he will be asking Johnny Campbell to visit Staff Senate in March to address parking issues. Dan said he has not heard of any changes to be made in parking except for the sports we will lose when the new cafeteria is constructed.

### **ANNOUNCEMENTS**

Reddie to Serve Day is March 10. --Rio Cummings will BBQ for all participants. The volunteering will be followed by a baseball double-header and the Miss HSU pageant that night. Dan Mabery encouraged senators to participate in Reddie to Serve Day and let Dr. Lewis Shepherd know about service projects.

Higher Learning Commission meeting with staff is February 20 from 10:00 a.m. to 10:45 a.m. Dan Mabery said that the Staff Senate officers as well as presidents from the past five years have been invited to a meeting with all the HLC visitors about shared governance at Henderson. All comments that staff would like made in this meeting should be directed to Dan, Drew Smith or Amanda Baker.