

**Minutes of the Executive Committee Meeting
April 26, 2010**

Present: Kaufman, Gleixner, McClory, Lessow-Hurley, Lee, Najjar, Whitmore,
Roldan, Backer, Heiden, Von Till, Selter

Absent: Meldal, Phillips, Baker

Guests: Bill Maguire, CIO

Beginning in the Fall 2010, the library will open at 9 a.m. and close at 9 p.m. to the general public. The library will be open until 12 a.m. for SJSU faculty, staff, and students.

Eight SJSU library employees will be laid off on July 1, 2010. Six are full-time and 2 are part-time staff members. The library will also be reducing the hours of additional temporary part-time staff members as a result of budget cuts and regularly scheduled cutbacks in temporary help.

Dean Kifer commented that there has been a 25% reduction in expenditures on print books partly due to the budget, but also due to the conversion to electronic books. The library now spends 75% on electronic resources and only 25% on print books. This varies by discipline.

7. President Whitmore gave a brief update on the status of layoffs:

It appears that not everyone understands how seniority works during layoffs. Departments may have lost an employee, but not a position. In these cases, an employee has been bumped by another employee with seniority. The department will be notified who will replace their employee when everything is final. Employees may choose not to accept up to two positions they are offered before being removed from the seniority list. Many things can happen between now and July 1st such as retirements and staff voluntary reductions in time. There is also some concern that the decisions about which positions were to be cut were made by the deans, and the department chairs were not involved.

A member asked why we were creating new MPP positions, such as the new EDD Program Director, when staff are being laid off. Where is our sense of priorities? The Provost responded that the deans were responsible for identifying the positions to be cut. The Provost distributed a handout of the cuts made in the Academic Affairs Division. Total reductions included; 22.29% temporary faculty or \$4,023,898, 9.7% MPPs or \$572,267, 22.14% staff or \$4,281,994, and 20.39% OE&E or \$6,894,304. Total vacant positions eliminated were equal to 39.83, and total filled positions eliminated were equal to 36.67. The total staff salary reduction was equal to \$3,183,640.

A member commented that department chairs were not informed ahead of time and in some instances were unable to be with their staff members when they were told they would be laid off. This made it very difficult for the staff members involved. Some faculty are also confused about why their departments are not losing a position, but are losing an employee.

VP Lee commented that this was a result of bumping and that the university had no control over this. Bumping is based on seniority within a classification and is per union contract. However, those departments that lose a staff member, but not a position will be getting a new staff member on July 1, 2010.

President Whitmore commented that we needed to remember that we saved a lot of positions by having furloughs last year. Furloughs gave us time to move some positions

out of the general fund, allowed people to retire, etc. We would have had a lot more layoffs without the furloughs.

A member asked if there were any additional layoffs planned in the future. The President responded that there were not, however, if we received additional cuts then furloughs might be negotiated again. VP Lee responded that there were no additional layoffs planned.

8. The meeting adjourned at 1:29 p.m.

(Minutes taken and prepared by the Recorder/Senate Administrator, Eva Joice on April 26, 2010.)