I. **Call to Order:** – Alan Selser called the meeting to order @ 8:05am. In attendance were: Marvin, Ames, Linda Beall, Maggie Cohea, Jackie Eberts, Michael Elliott, Joey Faulkner, Jonathon Isett, Judy Lowe, Bob Maddux, Kathy Pusey, Alan Selser, Brenda Stanley and Estella Young. **Absent:** Dave Gutoskey, Lisa Hutson, Iva Riggin, Jeannette Schadler and Judy Twilley.

II. **Minutes** – January 16th minutes were read. The minutes were approved and seconded.

III. **Chair’s Report** –
   A. Alan Selser gave a very brief opening so that the bulk of time could be spent discussing the restructuring plan, which was the topic for open discussion later in the meeting. He also mentioned that the overhaul of the Staff Senate web-page was complete.
   B. Judy Lowe updated the Executive committee on the latest news from CUSS including the budget cuts, a letter to the legislators from CUSS and the potential of loss of tuition waivers.
   C. Brenda Stanley gave an update on the activities of the University Forum, including the interaction between the executive committee and the forum groups.

IV. **Old Business** –
   A. **Open Meetings on By-Law Changes** - Need to be scheduled for March and/or April. Discussion revolved around the need to have at least three meetings before putting any recommendations forward for a vote. Wide staff participation is needed and encouraged. Some potential points for consideration are already on the web-site.
   B. **Cuss Staff Awards** – 2 of 4 nomination packages were forwarded by President Dudley-Eshbach to CUSS. One package was not adequately documented and one she refused to endorse. Since CUSS has established in the rules for the awards that the President of each institution must endorse the nominations forwarded, the Staff Senate has no recourse for that particular nomination.
   C. **Facilities Use Report** – Staff Senate had no objections to the proposal as put forth.
V. New Business

A. Restructuring Plan – The following ideas and topics were widely discussed during this conversation:

Senate should draft a written response to the plan.

Diversity - Appears to be a back-tracking by the administration on a previously mentioned priority. There needs to be diversity in student/faculty and staff groups.

EEO – needs to be separated from Human Resources. If under HR, there are no checks and balances to ensure searches are done properly.

PIC Team – put under a microscope. Not using accurate information. Need to have better communication from the administration with the actual employees.

Community/Passion – employees need to be treated fairly and compassionately. The layoffs may serve as a turning point in the University community. Will we actually move forward or digress? There needs to be a level of comfort between faculty/staff/students and the decision makers. What about tuition waivers and health benefits for an extended period of time?

Severance Pay – was there any and was it an appropriate amount?

Heavy percentage of the layoffs were University Advancement. Could some of the ones laid off been transferred to cover for retirements?

Method used to determine positions to be cut?

B. SU Advocacy Network – Dr. Zinner provided us with an update of the formation, activities and on-going work of the group.

C. Community Action – Brian Young (an SU student) encouraged the group to increase interactions with students both as a unit and in their everyday jobs. The group he represents is not part of the SGA but is a registered student organization.

VI. Other Business – Next scheduled for April 4th 8am-10am

Meeting was adjourned.