



**Professional Staff Organization
Meeting Minutes from
March 31, 2009**

Introductory Business:

Twenty-five PSO members attended the March meeting where the new officers for FY2010 were announced as follows: Chair – Dawn Byers; Vice-chair – Celeste McCormick; Secretary/Treasurer – Carolyn Quintero; Digital Communications Officer – Julie Crea.

General Announcements:

Voting for PSO Employee of the Year has been extended through Friday, April 10. The award will be presented at the campus social on April 30.

Guest Speaker:

President Dene Thomas introduced Kathy Storm from Whitworth College. Ms. Storm is “shadowing” Dr. Thomas to experience the life of a college president. Dr. Thomas presented an update of the budget situation and assured the PSO that here at LCSC things are under control and “we know where we are”. We have some flexibility in the strategic reserve; however, there will be some cuts for maintenance. Some things that are cut will not return.

She also shared the latest news from JFAC: The CEC announced a 5% reduction across-the board; however, a white paper was presented to JFAC to address a proposal to change the 5% across-the-board to 3% across-the board with 2% from other areas. Since higher education is unlike other state agencies and not fully funded by the state, the message to JFAC is to avoid micromanaging, consider higher ed outside of other state agencies, and let the president deal with the lump sum reduction in a manner that best suits the institution. Give more freedom for higher ed to manage the cuts.

A question posed to the Attorney General was whether or not salaries for tenured faculty can be reduced. Higher ed institutions may need to declare financial exigency if they can be reduced. No answer yet from the AG.

The Governor and the Legislature are at odds, so the budget story continues.....

President Thomas stressed that we will continue to move forward and focus on our students. Applications at this time are up 8% --very positive for this economic climate. Her sense is that we are okay. The CEC reduction of \$991,600 (10% plus another 5%) was made with cuts/layoffs. We have requested a 9% student fee increase for OE, capital replacement, and inflation, but NOT for occupancy costs for the new NHS building. The Board fee hearing is April 6; the State Board meeting is April 16 where institutions are hopeful that the decision on the fee increase will be made. Mid-May all budget items must be ready for the June 18-19 State Board meeting where the budget MUST be set.

LCSC is seen as healthy, growing and **needed**—a very positive position in which to be.

Old Business & Committee Reports:

Minutes from the last meeting were unanimously approved as read.

Treasurer’s report: Lori discovered an erroneous expense of \$98.40 that was charged to the PSO account. A credit is forthcoming. The adjusted balance is \$1,554.11

- Revisions to the by-laws will be posted on the website or electronically submitted for members to review. Members have two weeks to comment, and then a vote can be called.
- Professional Development Day will be held Wednesday, April 22, in the WCC. Cost is \$35 for LCSC employees.

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- The CRC (Compensation Review Committee) has not met but has been requesting a meeting. PSO wants to look at non-monetary compensation ideas to help morale.
- The Treasury Committee submitted a budget proposal recommending budget categories as follows: Operating Expenses/Misc – 5%; Donations/Benevolence – 25%; PSO Recognition/Social Expenses – 35%; Professional Development – 25%; Reserve/Emergency – 10%. Debra Lybyer moved and Diane Douglas seconded the motion to accept the proposal. Considerable discussion ensued about the descriptions and need for the categories and the intent of the organization's monies; therefore, the motion did not pass. The proposal will be on the PSO website for members to review, and the Treasury Committee will accept suggestions, recommendations, and comments until April 15.

No new business.

For the Good of the Order:

- Open-house retirement function (from 2-4 PM in LIB 161) for Tess Hendriks, retiring from the LCSC Lewis-Clark Service Corps office.

Respectfully submitted,

Lori Ruddell