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>> Are we on? Okay. Well, that's awkward. So welcome, everybody, to our Spring staff open Forum. My name is Chrissy Kintner Weymeyer am the Chair of the MU staff advisory council. We have many members in the back who are also here to help with the discussion, so if you have any questions, feel free to either grab one of them

as we go along. I'm going to let the panel, who is up here on stage, go ahead and introduce themselves. And for the very first time, we are proud to have closed captioning. So that's awesome. Yah.

[Applause]

>> All right and thank you, academic support, for setting all this up.

>> All right. Well, thank you, everyone, for coming today. I'm Kelly Holland, Director of health and benefits for the University of Missouri System. That includes medical, dental, vision, life insurance, as well as our wellness program and Employee Assistance Program.

>> Hi, everybody. I'm Ellen Eardley and I'm the sis can't Vice Chancellor for Civil Rights and Title IX and I also oversee ADA. So I oversee complaints of discrimination and sexual violence on our campus, as well as related education.

>> Good Afternoon, everyone. My name is Kevin McDonald and I serve as the interim Vice Chancellor for inclusion, Diversity, and Equity at Mizzou and the Chief inclusion officer in the University of Missouri System.

>> Hello. I'm Jennifer Hollingshead, Interim Vice Chancellor of marketing and communication.

>> Good Afternoon. I'm Patty Haberberger and I'm the Vice Chancellor for Human Resources. I'm going to test this mic.

>> I'm Rhonda Gibler. I'm the Chief Financial Officer, Vice Chancellor for Finance.

>> Hello. I'm Gary Ward, Vice Chancellor of Operations.

>> And I'm Cathy Scroggs and I'm the Vice Chancellor for Student Affairs and I'm going to do a mic drop.

[Laughter]

[Applause]

Thought I'd lighten it up.

>> Thank you all for being here today and all of you in the audience, which I don't know if the cameras can pick up. We have a good audience. And all of you listening on the livestream. So we're going to start, this is a question and answer. You've got administration on the hot seat. Does anybody in the audience have any questions they wanted to ask? Going once? Don't be shy. Okay. Well, we've got lots of people who have questions that they've

e-mailed in and are continuing to e-mail in. Do one of you guys want to read?

>> First question is, is there a written policy that states a staff member can only receive a 10% increase if promoted into another department?

>> No.

[Laughter]

>> Okay.

>> That was a good one.

>> Yeah.

>> Next question. Has consideration been given to top admin salaries by up to 10%, as well as cutting the number of administrators?

>> I guess that's kind of maybe Rhonda.

>> Read the question.

>> I'll reread it. Has consideration been given to the top administrators' salaries by up to 10%, as well as cutting the number of administrators?

>> I thought that's what he said. Certainly when you're in a budget crisis, you are putting everything on the table. So absolutely the number of administrators, just like every other set of positions we have on our campus

are under consideration. The discussion about cutting anybody's salary starts to open up a whole additional set of conversations Weymeyer know on some level it seems very simple, but people who make a lot of money should be able to take a cut during hard times, but I would tell you in a lot of those positions, there's a Market, and as much as you may feel that somebody is overpaid, they got the pay they got because of the demands of the position and what the Market for hiring in that position are. So certainly many of us might consider that, but we do have to be cognizant of the fact that we aren't the only university that might want the talent we have here.

Another thing that I would say is the number of really high paid people is much smaller than people think it is. And so when we go over those numbers, you cut them all by 10%, you're not solving very much of the problem, and in fact, the majority of the high paid individuals at our university are faculty, particularly in the medical school who are clinical faculty. And so if you picked a dollar number and said everybody over this amount, you're mostly talking about faculty on our campus. So certainly we are not dismissing any potential idea at this time, but that

particular idea is more complicated than it might seem at the surface.

>> How many do you have?

>> I have several.

>> Okay. Keep going.

>> This is a Title IX question. You have stated that we should contact you if we feel uncomfortable in our areas. I was wondering if this applies if you suspect that an employee is coming in with a hangover or doing drugs? I come from a family who has had abusive issues and it makes me feel very uncomfortable to have this person sitting right next to me.

>> That's a big concern, and I would think whoever shared that, for sharing that question. If an employee or faculty member or student feels uncomfortable on our campus and it brings up issues of past family violence or relationship violence, we certainly would want to be a resource and connect that employee to resources on our campus. If there are concerns of drinking in the workplace or being hungover or using drugs in the workplace where the drug use is affecting the workplace, we would work with HR to make sure that that is addressed with a supervisor.

There are certainly ways that that could impact the performance in the workplace. It can impact others in the workplace. And so absolutely, we would work proactively to address that problem.

>> All right. Well, we can start -- well, I'll open it again. Does anybody who is actually in the room have any questions? Oh, goody.

>> You don't have to read it yourself. We can read it for you if you want.

>> Oh, sure, sure. I have to read that. Why don't we all see that the little things --

[Laughter]

>> Why don't we all see that the little things that everyone still continue is to do, because it's a small or little thing, all add up as far as cost savings? How can we value savings at a small level? It also rolls up to a higher level. How can we internalize that, hey, we're going to quit doing this and it's only 500 colleges. It's only 1500 colleges or whatever. How can we value that and how can we see it measured as it rolls up?

>> So I think things ever that nature are what make the other important things down into the university more

possible. So when we add all those things up, those are the items that allow us down into departments to do some important things that if we hadn't given them up, we wouldn't be able to do. So how do we add them up so that we can announce to the world how much money that is? That's a pretty difficult task. What I would tell you is we try often to describe to legislators and others how efficient this university has become over time, how we have brought down the cost of higher education over the last number of years, and the only way we're doing that is by folks doing those things that you're talking about. People keep squeezing out expenses in order to provide the educate at a lower and lower per student cost. So he think we try a number of ways to communicate that to stakeholders, that as much as from the outside looking in they think higher Ed doesn't understand the need to be efficient and effective, we have done that and we can show it in the macro data quite easily, that people are continuing to cut things as they can. But everyone should be inspired by that kind of question that, you know, as small as what you can find is, it could be the difference in your own department between being able to do something that's very meaningful

and having to not invest in something that could make a difference in your department.

>> Anybody? Okay. Well, we'll go ahead and start with some of the pre-submitted questions. So let's go with the first one for you, Patty. It is number two. And I can read it if you would like me to, or do you want to? So my question or concern goes to maternity leave for staff versus faculty. I believe that I have all of the same capabilities to manage my job and duties, just as a female faculty member does when on leave. Why is it that faculty members retain pay for their leave, but staff members have to use their accumulated time or even worse, take unpaid leave, as in my case. With the Governor's initiative on families, it seems that maybe the university should be pursuing ways to make policies that are better for all employees, not just faculty, and not just staff. Are there plans to start offering a better maternity benefit for staff members? Are staff members not just as capable to have their job modified while on leave to be continued to be paid, even if for just six weeks?

>> Thank you.

>> That's a long question and there's a lot of parts

to it. First of all, leaves are part of the benefit package, and so the way we structure leaves are made at a system level across all four campuses. But it's not uncommon that some leaves are different for faculty than for staff at most institutions. Faculty had the different compensation structure and they are paid over an academic year or perhaps even on a semester basis. So the paid medical leave that this person was referring to is FMLA is a 12-week in a rolling year benefit for all faculty and staff. But the regulation does not mandate that it's paid. So most institutions are allowed to substitute their paid leave for unpaid leave, and in this case, the faculty, and this is only tenure, track, and ranked non-tenure track faculty that have that paid medical leave for FMLA and they're limited to two paid e212 week paid leaves. The FMLA regulation, you're aloud FMLA leave 12 weeks for every rolling year. If the staff member has vacation, sick leave. Personal days, they can use that in one year to the next, whereas there is a paid faculty leave. And faculty could not approve vacation or sick leave of other kinds or they do not get what staff do. It's not uncommon.

As far as the paid six-week maternity leave, I think

that's a conversation you'd have to have at the system level.

>> Next question is how many people are developed retire this year due to the retiree health insurance change?

[Laughter]

>> There's one. I have to admit that the crystal ball I've been trying to use for budget predictions isn't working. So I don't suspect it's going to work on that either. Retirement is a very personal decision and the university does not get too deep involved in trying to convince or not convince or in any way say I need to count you, so tell me right this minute what you're doing. It's difficult for us to know that. People aren't required to turn their information in yet. So as we get closer to the December 31 deadline, I think that we'll get a clearer picture of what that looks like. But certainly as we go through the forms on that topic, there are many, many of our faculty and staff who are concerned about that issue, and we do expect that it will have an effect on how many people decide to retire this year.

>> I'll add to that. I don't have a crystal ball,

but what I do want to say is we have increased our education opportunities throughout the last year and we'll continue to increase those throughout this year, because we want to make sure that everyone is making the best decision for themselves, and so that certainly has an impact on your pension benefit o your retiree medical coverage, and we want to make sure that everyone has the information they need so that they can be comfortable with that decision. So make sure that you're engaging. Make sure that you're taking advantage of those doesn't. And we do expect an increase. We don't know what that number is. Make sure you're being proactive and indicating that as soon as you can so that we can make sure administratively we can process all that have paperwork and make it a smooth process for you.

>> Okay. Anybody in the audience know? Anybody? We'll go with another. I'm going to paraphrase this next question. It is for you, Rhonda, and it has to do with the two new committees that were announced, the capitol financing advisory Committee and the resource allocation model Committee. So I've gotten this question as well. The gist of it is there are four students on the capital

financing, three students on the resource allocation model Committee, and for faculty members on each. They are only to staff.

>> On each.

>> On each, yes. Not total. So four total, two staff on each Committee. And they are curious as to why the 'em balance. Well, it's a little loaded to call it imbalance. What isn't said in that is that there are also three leaders. That could be other staff members and that leadership is not defined to only X level in the organization. So there are three additional positions that will be on each of those committees that maybe an associate Dean, they may be a Director of a program. So there is the potential that there will be additional staff members that would fall into that category.

I understand having been a staff member my entire career here that sometimes it feels that staff aren't as valued as we know we are. When you're looking at committees of this nature, one of the things you have to try and accomplish is a size that is workable. So you have to have a certain ability to have some conversation and dialogue, and when committees get too large, that becomes

difficult. There it also is an expectation of how we're going to represent a variety of interests. So within the academic community, there are additional layers in terms of Arts and Science having a faculty member is something very different than an engineering faculty member. Many of our staff positions, although they work in different schools and colleges, have some similarities in the kind of work they conduct on behalf of the university. Part of that structure is trying our very best to get a whole variety of voices in the room to have the conversation. What I would further say is anybody who gets appointed these committees has an expectation to be working closely with the folks they're there to represent. No one is on that Committee just to get their points on the table. They are there to represent a part of the university. Another thing I would say is that we expect, particularly with the resource allocation Committee, that it will require committee work, which will then half us indicting additional folks to be on those subcommittees. I know that oftentimes equal is what sounds fair, but there are lots of reasons that you look at it different ways.

The question also made a comment about why do students

need to be on them at all? And I would like to address that. We are here for the students. It's important for us to hear their voices. These committees won't you know R. unilaterally decide anything. They're going to do a lot of work and make recommendations and other folks will take those recommendations and make decisions about implementation. So we want to have the voice of the students in that setting. There are graduate students and undergraduate students and they see their worlds as very different in terms of how do you get representation? But those were the rationales. Whether they're good enough in your eyes, I can't speak to, but I will tell that you there is no intention of excluding anyone from making their points about what the work of that Committee is doing. And so the folks that end up think staff on those committees will need to be committed to finding the time to get the input from other staff members. >> And I will add to anybody who doesn't know, so staff council does have one of those staff seats. So if anybody has any concerns, you are welcome to come to us and voice those concerns and we will pass those along.

>> And do you know, Rhonda, when those committee

memberships will be announced? Because I've also been asked that.

>> No.

>> Fair enough.

>> We're working on it. Every time you have a leadership change, though, you have to take a moment and make sure that you have folks who need to be understanding of what we're doing and why we're doing it. You have to get them up to speed. So I would say that with Dr. Foley leaving and Dr. Choy being new in his role, we are taking time to make sure he understands the purpose of these committees, and if there was anything he wanted to add to that mix. So that, I would say, is partly why it's a little slower than we might have hoped in terms of announcing membership.

>> That makes perfect sense to me. I'll turn it over. Does anybody in the room have any questions? Don't be afraid. We'll come to you. You can raise your hand. Okay.

>> Maybe we should talk about layoffs.

>> Shall we?

>> When it will be done. I said we should talk about

layoffs, how many are expected, when they will happen and that kind of thing.

>> I would say right now each and every leader is looking at their organization and trying to identify and make those decisions, and we're working on a plan, but we don't have any final numbers at this point. Rhonda just reminded me to talk about there's no consideration right now that TAP is going away, so I just wanted to -- that transition assistance program. So just if anybody was concerned about that.

>> Duds anybody not know what that is and maybe want an explanation very briefly? Or do you all know what the TAP program is? Okay. That's great.

>> Was any considerations given to the amount of retirement that are going to happen at the end of the year because of the retiree health insurance and the layoffs that have happened already?

>> In terms of budget?

>> In terms of manpower, you know? I mean, why wasn't early retirement offered to some of the people that were in the department that were already going to retire in lieu of layoffs? And so I'm not sure what offering somebody

early retirement means. Technically, the university has done some early retirement programs. You don't get to pick and choose who you offer them to. So if we as a university wanted to have an early retirement option, we would have to cover it to every one of a certain the category. So when you do layoffs, that is a process of determining positions that you think you can do what you need to do without that position. So if someone is laid off and they receive the transition assistance program, that's intended, if they want to find another position, to give them time to do that, or if at the end of that they're going to decide to retire, then that's their choice. But retirement is still an individual decision. We can't know how many people are going to take a retirement offering. So when we're trying to balance the budget, we can't take that into consideration as an absolute. We know X4 people are going to retire. As managers, we have to figure out how to get the work done with the things they can have some say over and layoffs is something that is within our purview. You can look at your organization and make those kinds of calls. If a person makes a personal choice to retire and that creates openings in different parts of the organization,

may have the effect of reducing the number after playoffs that may happen, but retirement is an individual person's choice. And even when you do an early retirement, you get a percentage of the people who could retire and you don't know that number until they make their personal choice.

>> In today's news clip, the Missouri Net, Jennifer Hollingshead is quoted as stating in various e-mails that no vacant positions within the Division of Student Affairs would be filled. Why was the Division of Student Affairs singled out? Is there only a budget crisis in one division?

>> So that e-mail was an attempt to try to gather information from other department that budget, that cuts are going to have and the decision that the leaders are going to have to make. Those e-mails were sunshine by Missouri Net. What they saw was a work in progress. Right? It was information that we had gathered to date, but certainly not complete information or not even anywhere close to comprehensive. So it's really just what you're seeing is a slice of time where we were at at that very moment that that E mail was sent. So that's the reason why you're seeing such limited information in just a certain

number of developments. And I guess if I could, I want to say just one other thing about a lot of these questions pertaining to budget. I'm new to Chancellor and staff. I've been with the university a little bit more than a year, and this could it be a throw away sentence for some of you. Really, it's heartfelt when I say it. The amount of time that we spend in Chancellor staff, and I know Vice Chancellors have been with their staffs talking approximate about layoffs, the conversations are heartfelt and painstaking and the reality of the changes that we're making and the consequences on people's lives and the effects that it has for them personally is never far from our minds. I think one of the great things that I've come to learn and appreciated about this university is that those that we worked with here, so many instances, feel like family. So these are really personal, tough choices that we, as leaders, have to make. And so just in case there was any perception that this is easy work or it's work that's being taken lightly or why are there not more definitive plans being developed right now, exactly right now? It's because there is a tremendous amount of time being put into thinking about the long term strategies of

the organizations and how we need, to you know, fell those in with people. And at the same time, we're really just trying to balance the weight and the emotion of all of it.

>> Okay. Thank you, Jennifer. So we're going to go to one of the pre-submitted questions, and I'm not going to read the entire thing, because it's really long. But it is for Patty. Lucky you. Okay. You're up again. I have concerns over the processing of MLA, medical considerations, UM410 on our campus. The process of submitting often goes through the department HR, the division or college HR, and then to campus HR. These forms contain protected information under HIPAA and should be limited as to who can have access or has opportunity to see the form. Why is there not a single person or office at campus HR these forms can be submitted to by the employee?

And then the second part of this question, if records are kept at the division college level, who monitors the compliance of meeting the federal requirements for storage?

>> So I, too, share this person's concerns about the decentralization. And I think that it kind of speaks to the culture on our campus and how decentralized we are and

that we have distributed staff, HR staff I know and distributed Marketing & Communications staff in each of the college, schools, and divisions. And so I can tell you that system is concerned, as well, about that decentralization. So we are talking about changing that and either perhaps outsourcing that or centralize it go on the campuses. So that is a reason we're moving that direction Weymeyer just want to say that.

>> We have just finished or are working on our evaluations. On this form is the section for inclusion, Diversity, and Equity. I was cents to the MU site for examples and felt that they were very poor. Just what should we put down? For many, this is our first time doing this form and it was very confusing. As staff, we must treat everyone fair or it will cost us our job.

>> So this person is referring to the my performance, performance evaluation and the diversity is a new success factor. Right? That's a part of the evaluation. So I believe we worked with the Office of inclusion, diversity, and equity to come up with something that would help individuals understand how they should rated people with regard to that success factor. Do you want to sneak.

>> Sure. There was an effort to include not just from an M U standpoint, but from all campuses, the university offices. So I think there was an engaged process. There's not an exact process to it. I think when we been diversity, we're utilizing a broad definition. When we think about inclusion, we're utilizing ways in which we are trying to optimize or college those differences, and I think those can run the gamut. I think toward provide latitude for your community to be able to grapple with that and, quite honestly, be able to arrest tech other late reasons why they believe their efforts fit into that category. Right? So I don't want people to feel as though they are confined into a box and attempted to go meet this as an effort and a goal, and I think we should be able to continue to kind of grapple with this annually and see where our efforts are. I think at some point well a qual as a community with a better understanding of what falls outside of those parameters. It will be much more around a continuum and we'll know with kind of extreme aspects what doesn't really fit within our expectations as a community, but also some sign shining examples of things that do. I think it will be important of us to really share examples

and input and kind. Grapple with this weather.

>> Just book what Vice Chancellor McDonald said, there are folks within our unit, Brittany Foltz, out reach and education person hearing some of this feedback as well. If your particular unit is interested in brainstorming some examples of how you would best meet the diversity and inclusion goal within your unit, we're happy to work with you to develop some examples, but define too narrowly to help you start brainstorming. So contact us if this is something that you would like to engage in.

>> He'd welcome the opportunity to also work with any unit or any staff member that also has these questions and wanted to grab well it together.

>> Why are exempt staff not given progressive discipline that is required for nonexempt? Many problems can be stopped many classes can be stopped with an oral warning. Because it isn't required, exempt staff are automatically hit with a level of warning or hire. And so nonexempt staff, those that are paid by the hour, are subject to progressive discipline, which means that there are a series of steps, depending on the severity of the performance or conduct issue. With regard to exempts

staff, they don't necessarily have that same ability to receive progressive discipline, so there's a different expectation for exempt staff than for nonexempt staff. Okay? I will go to one of the pre-submitted questions. This is for you, Kelly. Will the PPO option for healthcare be eliminated due to budget cuts? Will there be an alternative to the custom plan and the high deductible plan available for staff?

>> No. The PPO plan will not be eliminated due to budgets cuts. We will continue to have three plan offerings in the Columbia area next year. We will still have a PPO, custom network, and healthy savings plan. Our emphasis has been bringing up a custom plan on the other campuses to provide an affordable option for the campuses and the faculty and save so that they have something like what we have here and that's where our emphasis has been. Anybody in the audience have any questions? Okay.

>> Currently, university employees received 735% off tuition and family members received 50% off. However, additional fees on courses on top of tuition are not currently discounted and those fees are making up more if more of the total cost of education at MU. Is the tuition

assistance benefit being reviewed for course fees and other mandatory fees? If not, can it be?

>> So I will say that one of the things presented to Dr. Choy as he went around and met with people at each of the campuses is that there certainly was a desire to expand the benefit in many different ways, to expand the coverage to retirees, to expand the amount that was covered. The tuition benefit is not a free benefit. It does cost, so we are looking at how we could cost effectively change that benefit to be more inclusive to individuals and be a richer, more valued benefit, but again, still within those costs and constraints. So it is being reviewed at this time. No decisions have been made yet and we will vet that through various groups before any decisions are made.

>> Next question.

>> Why are some departments giving laugh itch raises and bonuses if there is a critical budget crisis? Does anyone approve these extravagances? Should the job of in February approving these expenditures be reviewed? And each school has their own budget and it is incumbent upon the leadership of that college to make those financial decision. Including adjustments they're doing to their

faculty and staff. In terms of incentives, there is a process for any incentive to be established and for it to be provided, so in general, if an individual on the campus department wants to offer incentives to the individuals in that department, they write an incentive plan. It's reviewed by a campus level incentive Committee. It has to be approved by the system and that process, the system has to look at those every five years. We, as a campuses, look at them each year. So there are places where people get incentives, and I suppose the word lavish is in the eye of the beholder. How much that is. We do have situations where employees of the university, the majority of their funding comes from a commissioned kind of basis. In Gary's area, I think there are incentives for selling advertising. So I think sometimes people look at other folk getting incentives and they think that everybody's jobs are similar. There is a lot of diversity on our campus on so many different fronts and the variety of kind of work people do is much broader than individuals believe. So with the volume of auxiliaries we have, the many different business sorts of things we run, those incentives make a lot of sense, in some of those departments and they actually are

part what have makes an attractive position for the individuals come into it, and in fact, in some of those areas, it saves the university money, because if the person isn't performing at the very top of the spectrum, they get paid less than if they had been performing better. So the word incentives and people associated with bonuses, if you're not the one receiving it, our human tendency is to believe it's extra money somebody didn't earn, but we do spend a lot of time and effort going through processes to review how that gets done.

>> Okay. There are no more for the audience, I'm going to delve into a multiple question, number seven on your list, Rhonda. I'll let you paraphrase and answer, because it's a whole page long, so I'm not going to read that.

>> So it won't shock anyone that part of what's in here is raises. That is a constant concern and discussion. Why don't we get them? How are we going to rectify that? Concerns about morale, given where we stand as a university. Don't take this as flippant at all, but I have to tell you across most of my career, I have heard people say morale is at an all time low. For 23 years, almost every year, somebody says that to me. So I understand that

what people get paid is often directly connected or people believe pay will solve a morale issue. Oftentimes when people are feeling low morale, it has something to do potentially with what they get paid. Oftentimes it's how is he viewer they feel in their role. It's how good they feel about the team that they're on. Do they feel that they're part of the organization is that his admirable goals? There are lots and lots of things that lead to good more am or lower morale, and so I think those people who've said that to me over the years, it's usually related to what they're experiencing in their particular part of the university.

All that said, I would suspect that perhaps we are the at an all time low.

[Laughter]

I think, and I say that because I declared it. This is the day we're at an all time low Weymeyer say that because the amount of uncertainty that I know people feel is part of what drives morale. And so to the extent that people are concerned about their future and the future of the people around them and about the department they love and all the good things that happen in their part of the

university, it's not surprising to me that that feeling of low morale may be more widespread than it has been in another points in our history. It is a very difficult time from a financial perspective. It is also a very different time in our history in terms of the number of our employees that have the option to retire. It's their option. You know, we all have known this. Very early in my career, people already were talking about what are we going to do when the baby boomers can retire? I mean, 20 something years ago were a taskforce worrying about what are all of these organizations going to do when the baby boomers are going to retire? That adds another level of uncertainty for everyone, because those are approximate personal decisions. Those aren't things that the university can mandate. And here's how we're going to solve it. Those individuals observe the right about the time they've spent at the university to make their personal decision, and as Kelly said, with all the facts about how it will impact them and their families. People get a little callous of their opinion of my trying to assert that one way to solve some of this problem is a bunch. Of people have a choice and they should take it. That is extremely concerning to me

when people want to take this down to that common denominator. So we all, for more AI purposes, I think, need to, one, take a step and take a breath and think about all the things that you're worrying about. What are the uncertainty that you're seeing? Why do you personally potentially feel like it's a low morale situation? And think about what can each of us do about that? Some of my best days of my career are because of the people around me. What they say to me. How they encourage me.

Understanding as a department what we can do to be better, even in a difficult situation. So I understand raises are important to people and they want us to figure out how to do it, and I can tell you as Jen indicated, people at the Chancellor staff do not take layoffs or budget cuts lightly. It is not lost on anything around that table that raises have to be a part of our future. And the work we're undertaking. The painful part is we spend most of our money on people. If we make an adjustment in order to get raises, that often means that we're going to have fewer people. So all that have dynamic is extremely important. So I don't have an answer for you in terms of when will we get raises? So I promise you it is not lost on people that

that's important.

>> Why did we have to verify our beneficiaries? It seems like we do this when we add or drop one. What was done with this sensitive information that we gave out?

>> I'm going to piggyback off of that, because there is one of the pre-submitted questions that is very similar to it. They also feel that the birth certificate for proof for continued coverage has been an inconvenience for some of us who have kids who are adults and who have misplaced their birth certificates and that they had to pay 77 colleges to retrieve one when they have one on file with HR. I think I'm going to roll those all together.

>> Absolutely. So we did undertake what we call a dependent eligibility verification that began in February and has concluded and concluded march 31st. We did ask all faculty and staff who were covering their dependents on their benefits to verify that those were still eligible dependents, so we do require when someone enrolls in coverage for the first time and they enroll their dependents for the first time that they prove that their dependents on their dependents. We've never gone back to check that and verify that dependents are still their

dependents. So an example of that may be if someone enrolls in coverage and they're enrolling a spouse and they provide to us a marriage certificate and at some point in time they get divorced, we have no way of knowing that. Okay? We don't get a copy of I avoid marriage certificate when a divorce happens. So it's important to us to investor I for that I those eligible to receive the benefits receive the benefits and someone not eligible for the benefits doesn't receive them. That's why we undertook that process. He's not a process unique to our institution. Most institutions have done it long before us. So we were a little bit behind the times in doing that. We also knew it would be painful to faculty and staff and we knew what we were asking. It is important to us, though, as fiduciaries of the plan to make sure that those individuals who are eligible for coverage get the coverage and those that are not eligible are not taking advantage of the situation.

To the extent about the having to obtain a birth certificate, I feel the pain Weymeyer, myself, had to go obtain a birth certificate for my oldest child who lost hers. She's not an adult child. She live at home. But

she was using it when she got her driver's license and she held onto it and replaced it. She was born in New York, so it was not an ease process for me down to my county office and get it. I could have gotten it myself, but I didn't. Weymeyer went through the process just like anyone else. We know it's convenient, but it is important, and it is a way we can continue to save costs on our plans.

>> I feel like being given the week off between Christmas and New Year's helped, at least some, with the morale. Will this happen each year or was this a one-time thing? Please say it will happen again.

[Laughter]

>> I can't answer that, I really don't know. We will accept feedback on that. I think that moving forward, we'll probably have to be consistent across the system with any decisions like that. So I think it's something that we'll need to talk about the system level. Guy is will say, see this, having part of those discussions, that campus decided it was going to close that week, but that was exactly Chancellor Foley and leadership's hope was that, you know, as we have all been talking about a difficult environment and without raises that that was one way that

this campus could show appreciation for all of the hard work of staff. So it's great to know that folks felt that, because That was the true intention.

>> Great. Okay. This one is for Patty. And I know you've been asked this before. I would like to know why we do not have a policy regarding the donation of sick or vacation hours to those who have a valid need for them. And that has been something that staff council has worked for many, many years to try to move forward.

>> I do have a draft of a policy for shared leave that Dr. Choy is very aware of, but because leave is part of our benefit package, it's not something that they just wanted to consider for this campus. They wanted to look at it system wide. So it is under consideration. I think the issue is how do we fund it and how do we -- who is going to administer that? And 40 will we get decisions on who would get the shared leave? If we get funding, if I donate hours at my rate and I'm going give it to somebody else, it's going to go into a pool and someone will take it. There has to be colleges that get attached to those hours that goes into a pool so that when you go to take it that there's funding to pay for you that leave. So I think

there's a lot of things to work out, but it is under consideration.

>> An audience question.

>> The disabilities office is a federal and mandated thing that the university has to have. Why is it that the Student Affairs, which is self-supporting, has to carry that for the entire campus?

>> Right now, the Disability Center receives funding from the general operating budget. It's working with additional funding. Additional funding for several years. There is not much funding right now. And as an auxiliary, we have a little bit more flexibility than probably some of the general operating areas. And we've talked for our auxiliaries, and so auxiliary in his Student Affairs or Residential Life, a bookstore, Campus Dining, and recreation services, although it's primarily student funded. And we recognize that there's a need for us to step up for a while as I've told our division, of course I guess I won't be the one going, but I assume my successor will say this is our responsibility for the campus to fund. We need additional funding from the campus. Things are going to come back. Things are going to get better. It's going

to take a few years, but they'll get better. As they do, we'll get that funding. We had the seam issue with the counselor center and additional funding.

>> It is a priority for the campus. We aren't giving it up. We're not going to not fund it. We're not taking it on right now.

>> As a university we are one community. There are responsibilities that are held in all different parts of our campus. And when we talk about funding, folks start getting less community oriented and more personally oriented. So what I would tell you is there are Cross subsidies of many natures all across our campus, and if we wanted to bring anything down to who pays for what, we could take that model, but it would quickly change this university, because things that can pay 230 themselves are not the only things -- for themselves are not the only things worth doing. So we have to look at the whole variety of fund that go we have as a university and we have to it try and meet everybody responsibility that is ours. This university is an increase in the whole year. Every time we turn around, there's some other additional requirement for us to comply to, and there is never new money from the

state or federal government to help us meet those requirements. So I understand if you pick our budget apart and there's one little piece at a time, there are things that don't make perfect sense to you. What I would say is as a total community, we have to find ways to rally together and continue to get it done.

Now, one of the things that the resource allocation Committee will be taking up is how do we make that all easier to understand and what does a new model look like that helps us look up to the responsibilities that we have? So what we've done over time is we've cobbled together any number of ways to meet our responsibilities, and now we look back and we think, well, that doesn't make much sense. It's sort of like if you look at the whole set of collected rules and policies we have, they've been writing those things for 178 years and they look like it. It's not always straightforward. Why do we have this one and that one? So there's certainly things that over time we need to continue to reinvented, but as a whole community, we appreciate everyone who takes up the part of the work that they know has to get done and does the best they can with it. I know HR has had increases in what we regulatorily have to do,

but we don't give them more money every time one of these regulations change. It's just a fact of the world we live in.

I look at every situation and I try find, well, where is the hope? I'm just a hopeful, very positive person. I've told people around me, you can't do my job if you don't start from hope. But when I look at things like that, I think at a certain point in time, the regulation does have to become clearer to the people who are demanding it. I understand the demand for regulation to try and protect folks, but there's also a cost to some of that. So over time we need to think through how do we balance all of those things? It is not lost on us that some of those things don't appear to make a lot of sense from the outside looking in.

>> So I think part of the reason there's this consistent feeling of a low morale is not just because of no raises and those sorts of things, but there's really been a lack of information toward staff regarding the impending layoffs and budget cuts and those sorts of things, with the exception of Gary Ward, who has been forthcoming with his information from what I've been told. I don't know. I

could be wrong. But I think that's causing great deal of anxiety in the staff and a great deal of discomfort and really is a morale kill for a lot of us, because there's just really a lack of information coming forth regarding any sort of timeline. We ask questions about layoffs and there's usually a one sentence response that we're talking about it, but the staff is the ones that are really going to take the hit here, and we have anxiety about it and what's the administration going to do about that?

>> As I mentioned, it's foremost in our minds, and so remember, though, too that we're a campus part of a for campus system and that there really is, you know, there's budgets cuts and budget challenges across all of the university's campuses. So there's a desire to have some consistency and cohesiveness in messaging. But it just makes the product better. Like it makes us communicate to you better, because we're really having to think about our strategy of doing all of this. So I guess that's a long way of saying that we are working with systems to make sure that we have a plan that is doable in a relatively short time frame in making these decisions. Anyone a week or so we'll have more information to you about process. And

we'll communicate that to you just as soon as we can.

>> Okay. Do you have any,er St. Nick.

>> Was it necessary to spend money on a third-party company during this budget crisis for the dependent eligibility?

>> I'll answer that. The cost of the dependent eligibility verification was about 190,000 colleges. 160,000 of that was paid for by credits with the money that they had from another project. And those credits have been used very specifically. So the cost of the project was very low considering what the savings could be. We don't know what the savings will be I did at this point. It's certainly by the previous -- cost savings will have paid for itself.

>> One of the reasons as a third-party is based on part of the question earlier. People are concerned about people having access to some other personal information, that third-party Weymeyer handled that, so wasn't people, internal viewers.

>> That's slightly correct. To maintain the privacy of the information that was submitted, because some of it is highly confidential.

>> I will read one of the pre-submitted questions. Patty, this is for you. More about leave time. Why do full time employees accumulate unlimited sick time, but have an artificial cap on vacation time? I have lost many vacation hours because of this and I feel like I am not getting the full benefit of being a full-time employee since sick time accumulates with no cap, I know that we have the capabilities of handling vacation time the same way. They are my vacation hours. They are part of my benefit. And they have real value to me. Stop taking them away from me. I feel I am being punished for not using my vacation time. I have been denied, however, on multiple occasion, however w my vacation request. Not me personally.

>> So the very last part of that sounds like it's an issue that we may have to talk to the supervisor about, because here Mull particulars time benefit eligible staff can accumulate up to 352 hours, which is, like, 44 days in a little over eight weeks. So, that I will tell you, is an extremely generous benefit. My previous institution cap was 250 hours. So I feel the 350 is generous so you shouldn't lose vacation. I feel like just as it has a value to you, it also halls a value to the institution, because

vacation is paid out at the time that you leave. So that's a liability for the university, which it's not uncommon practice that there will be a cap on vacation accruals. And physically, there is a difference between the way vacation is handled and sick leave, so when someone departs the university, they get paid out vacation they have left. You do not get paid out your sick leave. So individuals who may have accumulated a significant amount of sick leave if they leave the university, there's not a cost to us in terms of pay that go out. Individuals who retire with us and have a sick leave balance, that can be added into the service credit they get, but there is a financial difference. You get paid out vacation when you leave, and so if we let people accumulate that to huge numbers, that means that that individual department has to write a very large check when the person leave. So it's balancing those things. And the final note is I used to talk with a couple of folks about vacation and the thought process around limiting how much you can accrue, and part of the reason to provide vacation is to give people a break, and so I would echo what Patty said about we need to have conversations if people are being denied routinely taking the vacation,

that has implications in terms of somebody's ability to continue to perform if they don't get to take a break Weymeyer mean, we have to defend the business case. Why do we give people vacation, you know? Taxpayers might look and say, well, you guys don't give vacation. That costs something. Well, we do it because we think that it's something that allows employees to take a break every now and then and refresh. But there is a financial difference between sick Leave and vacation.

>> And I would also encourage employees, you know, you're probably paying attention to your balance far more than a supervisor would be paying attention. If you can see that you're getting close to that max, I know my folks come in all the time and say, I'm getting up there. Can I have in this day or off that day off? And if the person is waiting for the last minute and then asking for a day off when it was unplanned, that might not be fair to the supervisor either for coverage reasons. So I'm not really sure that person's particular situation, but I would encourage you that if you're getting close that you let your supervisor know.

>> Well, and if that person would want to -- I don't

have names of anybody that submitted these, but if that person wants to contact us directly and let us know that they feel comfortable letting us give the information to Patty, we can certainly do that. We can facilitate that.

>> We have a question from the audiences.

>> Yes.

>> So piggybacking off the end of that question, I know when my performance was introduced that a lot of us requested 362000 performance evaluations so they could evaluate our supervisors as well. And I was just wondering whether that was taken into consideration and whether that's even on the table as far as being able to go backwards the other direction and give you maybe some of that feedback of, well, my supervise certify not providing me with vacation. So those types of things.

>> Sure. It's my understanding that the my performance was implemented, I think, this is the third year, and it was a resulted of an audit at the time that things were being done inconsistently across the campus, across all campuses, and so it was a system decision to have one performance evaluation tool that was use ad Cross the system, and in our third year now, so everybody is being

brought into that in 2017 Weymeyer know that they've made modifications to the tool from what we had in the very beginning, and so I can certainly take that to the HR office and system level and talk about it. Right now, to my knowledge, that's not something that's being considered. There isn't anything, though, that would prevent a supervisor like myself from asking for feedback from my direct reports individual, so that is something I've done in my history is reach out to the folks in the various departments in my decision and try to get feedback. No matter who you are, in general, we want to feel like we're doing a good job and getting a full view of everyone who depends on us and what they think we're doing well and what we might need a little help with, that's beneficial to everyone involved, as long as you handle it in the professional manner we all should. I think some people get very nervous about it, though, because they think that it turns into just accusations and griping, but if you handle it really well, whether the system just makes it really, really easy to do or not, it is something that I think people could implement before a system is in place to do that.

>> Itch two internet questions that kind of piggyback

each other. Why are some departments on a hiring frenzy as demonstrated by the onslaught of new positions posted on the butts website daily? And the other question is, why are some departments being allowed to give raises while many employees are being laid off?

>> I don't know what they mean by hiring frenzy. So there are positions that get posted on the employment opportunities website. Those positions are approved through various channels before they get posted, and hopefully those are strategic hires just because there are budget cuts doesn't mean that departments may or may not be making some strategic hiring decisions as we move forward. And as far as why are some getting raises and some are not? It kind of goes back to the earlier conversation about each leader has their budget and is responsible to pay adjustments in their particular divisions.

>> I'm going to read one of the pre-submitted questions, because Gary hasn't had to say anything, so this one is for you.

>> I've kind of enjoyed myself.

>> I know. And I'm sure you can pass part of this off to Mike, because if you want to get people fired up, you

can just talk about parking.

[Laughter]

So the questions are for parking. The first one, specifically Turner avenue garage. It was my understanding that the meters were removed to ease congestion and make it easier to get a parking spot in the garage, but then an e-mail was sent out stating that the spaces were still reserved for guests and permit holders would be ticketed for parking in them. How did that ease congestions in the garage and what is the end goal?

>> So I think I'll let Mike answer that one.

[Laughter]

I'll take the second one.

>> Turner avenue garage Level three is the level in question here. And it's always been a visitor level. It's had meters on it for visitors. Students were able to use meters on the top two levels of the garage and they were the lower priced. So what we did, because of the number of events that are held on campus, especially in the Reynolds alumni center area, we felt it was necessary to try to accomplish two things. What we were finding is that faculty and staff who had paid permission for that

structure were many times unable to find places to park when they came in in all the mornings or when they came back from lunch. And a lot of that was directly because of the number of visitors, guests, and students who were using meters in the garage. So we made this strategic decision, and it was strategic. It took a lot of effort and collaboration to feel this done, to remove the meters out of that structure so that Level three would remain visitor level, that meters on the top two levels were also removed so that there would not be the temptation for people to use those and kind of jumble up everything that everybody was trying to find a place. So what we found was number one, it really was effective in providing, you know, a level of parking just for visitors and guests that were oftentimes pushed to permission levels and, these, creating permission levels for a lot of us who had permission in that structure. We removed that, but what we found is people who had permissions were using that visitor level as permission parking, and it was never intend that had way. It's been assigned that way for years, and we just felt like it was necessary to enforce it, to keep it clean, and it has. So that's why we did it.

>> This second part might actually be you, but I'll stay near mic in case you want me to pass it off to him. So the second part of this question is I have heard a resume that they are next academic year the rates for garage parking are going to increase significantly and an off campus uncovered parking lot with shuttle will be offered as a cheaper alternative. Is there any truth to that? What is the current status or discussion surrounding it?

>> So several years ago, we recognized that we have two significant issues within parking and transportation that we need to address within the next decade. The first one was in the amount of congestion that we have on campus, and especially if you look at three years ago, it was very difficult to even get around campus. We had a lot of pedestrian vehicular interactions, so we wanted to try to reduce that. That was the first issue we wanted to address. The second was we have several parking structures that are safe, but they are getting at the end of their life, and that would be in the decade away. Our current parking revenues, when you look at them not the aggregate, how are we going to address this big capital need within the next five to 10 years? And in Operations that's

what we try to do. We try look out five to 10 years as much as we can. So we wondered if there was not something between those two issues we could not address at the same time. So we hired a group. Where are they from, Mike?

>> They're all over the country, but Chicago area.

>> That's right, Chicago area. We hired them to come in and try to do a Master Plan, and the other thing you're probably aware of, we do Master Plan for several different things, within the operational side of the house. That is one we had not looked at in a while and what they recommended is we need to try to entice people to park outside of the core of campus. So that can be done in several ways, both with the carrot and the stick. And the carrot would be, of course, something that would be cheaper rates if we pushed people out and be able to bring them in with the shuttle type system. The stick would be that if you're going to park on the core of the campus, you'll pay more. Okay? So that's the simplicity of the plan. So that would reduce the amount of congestion on campus and increase revenue. So that's the simple part of it.

So in the draft plan, when it was submitted, there was differential rates. The ones if you wanted to park like

in Turner, those rates would be more expensive. If you wanted to park out at Trowbridge, they would be mile per hour, much cheaper than what they are now. Incentives with car pooling. Incentives with bike share. Different things we could do, but at the same time, bring additional colleges for capital needs later on.

So before we were going to start vet that go with the entire campus and having a discussion this summer. Well, now with, you know, a new President onboard that's interested in these types of things and, you know, a new Chancellor that's going to be coming on at some time, we've had to put that off until we can get a new Chancellor onboard to discuss that, make sure this is the direction that she or he is interested in going, and then if it is, then we'll have to start that conversation sometime next year that we'll probably look at the following year if we're still going to do that. So the answer to the question is yes and yes, I guess. Yes, there is some truth to that, and yes, we are going to end up putting that off for a while

>> I know we have another question from online.

>> This question, if a department is going to be dismantled under the guise of cost savings, what happens

to the employees of the division being dismantled? Does the employee's tenure with that particular college/school of division reset to zero in the new college school of division when determining layoffs?

>> No. Seniority stays settlement are we talking about staff? What are we talking about?

>> I am not exactly sure. This is verbatim coming off the internet.

>> I believe seniority, and Jacob, you can help me with this, seniority says?

>> There are different policies. There are different policies that look at different times of seniority. So it would all depend on the specific policy and the type of seniority you're talking about. If department seniority is in question and that department is gone, we'd have to look at what happens. Sometimes we have departments that go together and they retain all that have seniority. So honestly, I hate to say this, but I don't think I can answer that effectively, but they would always have their university seniority, and oftentimes that's -- that can come into play. And there are differences between union positions and nonunion positions, so if I that's not --

>> Thank you.

>> Where did this come from?

>> Behind you. Not the obvious choice that was next to you.

>> Okay. Well, I can tell you that's all of my pre-submitted questions. Does anybody in the audience have any other? Oh, yah. That's exciting.

>> Just to piggyback off of your last clarification, can I just talk in general about the role of seniority in layoffs?

>> So any time we have a layoff, we do ask the department to provide justification for the layoff. And so why are they eliminating, why is there a layoff? And then we look across in those same job titles and we try to figure out, why if that they're laying off this particular individual? And it could be that it's strictly based on seniority, that the least senior person, you know, would go first. And if it's not based on seniority, then we ask for an explanation and a justification as to why that individual is being laid off.

>> I would just say that there's a specific policy, and again, there can be a difference between union

positions and nonunion positions, but the policy calls for several year at this in the department, and so first you would look at the positions and everyone in that job title, you would look at the seniority. So there's kind of like a heightened level of scrutiny if you're not going on seniority. Then you have to establish why all things are not equal, and just to give you an example, in my past history here, if you had two office support positions and one person's job was strictly Finance and they were in the same job classification, but they had very different duties, then in that case, all things would not be equal, because you'd be looking at which function it is that you're eliminating. Does that help or answer? Okay.

>> All right. Well, we're getting close to our time anyway. So if there are no more questions -- oh, yah. You do? We woke you up.

>> I'll save the best for last here. In looking at class course catalogs, there are classes o you know, chemical engineering and biology, math. There are also classes on the religion in Harry Potter, lady Gaga, things like that. What kind of review is going to be done encores content and the quality and the relative applicability of

courses?

>> That's a question for the Provost. I'll say what I am confident she would also say, and then if she has more she'd like to say, she does join us at these forums at different times. So when you look at act academic program offerings and things of that nature, that is absolutely part of the review that's taking place. Dr. Stokes meets with the deans. They talk about how to put the whole set of academic offerings into place and they evaluate based on number of enrollment and how that fits into the overall structure of a degree program. So there is a process that they go through to think through those things and at a very high level, it's a process that, as you saw in the message from the President, is something that is expected to be heightened in the near future in terms of really evaluating. Now, you're specifically asking about why do we offer a course that I'm going to go out on a limb and say you don't value. So what I would say to that is many ever us in our Kansas City days or in our college days, there were courses that did not appeal to us at all and we didn't understand why anyone else was taking them, but they did have a place for others on the campus. And so I think that

it's too easy to think that we can tell by the title of a course whether it's valuable or not or whether it makes a contribution to the student's ability to think. So part of what we do is try to attract students in and help them build their thinking, and so some of those course titles, they have an attraction factor. So you want students to get excited about some of the offerings and think through, why would I take this course over that course? So I never assume when I read those, justify the title, that that tells me the full scope of what that class really is. You'd have to dig deeper into it. So I've said more than I should, because I'm in Finance. I'm not the Provost.

[Laughter]

I women tell you that Dr. Stokes and the deans take all of that very seriously. Students are rounded out and have opportunities to think about a whole variety of things. So the academic side of the house does make sure they know what they're did go as well.

>> Okay. Do we have anybody? No?

>> Why is sick leave kept for family for 12 days a year?

>> So ah crew 12 sick days a year and our loud to use those for either yourself or for family, a sick family

member.

>> But if you had more than that? If you had more than those 12 days, could you use them in that same year? Because I don't think you can as far as the policy is written.

>> In cases you didn't notice, Jay is my policy guru. Thank goodness she's here.

>> Well, yes. Once when I took the microphone on this one, because I'm the mother of three children, so that was a very problematic policy for me in the day. Our paid time off is primarily designed to cover time off for the employed. So every since I've been here, which is 24 years, there has been that cap. It was suspended once during the H1N1 flu epidemic. So I can tell you that there are groups of us that periodically bring that up and just different views on that in terms of whether that's a good idea or a bad idea for the university for there to be no limitation on it. Another thing about sick leave, our institution doesn't have a short-term disability ram, and so our sick leave is, you know s that. So there's a little -- what's the word I'm looking for? The institution many, many years ago was kind of being more

parental saying you need to save, you know, your sick leave for when you meet need it for short-term disability, but that is something that I'm on the policy Committee and periodically that does come up. It's like so many things. Everything has a cost and everyone has different benefits that are meaningful to them, and so we're just defensor Kelly, would you agree with that? We're always just trying to balance, you know, which one did the majority of people want us to increase our cost on?

>> Really, the sick leave is designed for the employee. We had a five day cap, even though they had unlimited amount of accrual. My husband works for Amron and they can't use any of their sick time for family members.

>> The only other thing I would say, I don't know if anybody is going to like this answer, but again, I had a situation with a family member, a very serious health condition, and so I used my vacation to supplement that time off. So personal days, there are other things that you can use in those situations as well.

>> I would also caution that if it's a 12 day, if you need more than 12 days, especially whether it's consecutive or intermittent he know, it could be an FLMA qualifying

thing that you want to get job protected for. Just putting that out there.

>> So the question was why don't we have a short-term disability plan?

>> They're pointing at me. They'll let me take that one. Just as Jatha said, the reason we haven't historically had a short-term disability plan is we have a rich sick leave policy or sick leave plan, so that's usually kind of been to segment that. Most of the time with short-term disability, it's purely employee paid. Most of the time the employee is going to identify that. When you look at the cost to administer it and how many people would actually enroll, it is going to be cost effective for us. I can say it is something that comes up regularly and we say is this the best time to put this in place? Most of the time it comes in conjunction with leave policies. What does our leave look like? What does your disability plan look like and what is the right time, many, to make changes to any of those?

>> Okay. Do we have any? If there is no other questions, are we good? Okay. All right. Well, I want to thank everybody who came today, both on the panel and

in this room and those of you who are watching the livestream. We want to thank you on behalf of staff council. This is really important to a lot of staff members. We appreciate you taking the time, and we appreciate all the employees taking the time to engage into the process of making this a better place. And we will see brighter days or hopefully our discussion isn't all about layoffs and budget discussions. Someday. So thank you all.

[Applause]

And another quick announcement. So remember we do have staff recognition week coming up. That will be the week of May 22nd. So after classes are all done and everybody is gone, we get to have some fun, so please stay tuned for communication coming from us. Take part, enjoy yourselves, and go out and enjoy this beautiful day. Yes. We're lucky.

[Event Concludes]

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