

Southern Illinois University
Board of Trustees
September 16, 2010

REVISION TO FACULTY AND STAFF SERVICES POLICY
[AMENDMENT TO 2 POLICIES OF THE BOARD C.3.b.4]

Summary

This matter seeks approval by the SIU Board of Trustees to amend 2 Policies of the Board C.3.b.4. This amendment is being proposed to include the option of a declaration of unpaid closure days in the event of a budgetary shortfall, including delays in State reimbursements.

Rationale for Adoption

Adoption of the proposed amendment would provide authority for the President to grant authority to a Chancellor to implement a temporary closure of a campus as part of an effort to manage a budgetary shortfall, including delays in State reimbursements. The option for University executive officers to declare an unpaid administrative closure day would diminish the number of long-term or permanent reductions in personnel with little or no impact on employee benefits.

The current Board of Trustees policy governing declared administrative closures of an SIU campus requires that such closures be considered paid leave for all faculty and staff. Current Board of Trustees policy also requires that all efforts to reduce expenditures be invoked in response to budget shortfalls.

As part of an overall effort to manage a budgetary shortfall while minimizing permanent personnel reductions, a declaration of unpaid administrative closure would create savings in personal services expenditures and some savings in utility costs. Such closures would be structured such that any necessary unpaid closure days would occur during time periods when classes are not in session, thereby having no impact on the academic calendar for our students.

Every attempt would be made by campus executive officers to minimize the use of unpaid administrative closure days and to limit any necessary closures to no more than one day in any given bi-weekly pay period or two days in any given month.

Considerations Against Adoption

The use of unpaid administrative closure days will have a negative impact on employee's pay. However, insurance benefits will remain intact, and there will be no impact to the educational mission of the University.

Constituency Involvement

The proposed grant of authority from the Board to the President regarding unpaid administrative closure days has been presented to employee constituency groups on each campus. In addition, the Chancellors have consulted with the SIUC Budget Advisory Committee and the SIUE University Planning and Budget Council, respectively.

Resolution

BE IT RESOLVED, By the Board of Trustees of Southern Illinois University in regular meeting assembled, That 2 Policies of the Board C.3.b.4 be revised as follows:

Administrative Closure: Closure of any or all parts of a campus may be declared by an executive officer with the approval of the President in response to a natural emergency, in support of national or State policy, ~~or~~ for reasons of health and safety, or in response to a budgetary shortfall, including significant delays in state reimbursements. Announcement of such closure will specify campus guidelines regarding paid leaves during such closure. Administrative closure may also be declared for a period of up to three working days during the period December 23 through January 2, upon the determination of the President that such closure is economically justified. Days designated for administrative closure during this period will be considered days of paid leave for all affected faculty and staff. Days designated for administrative closure in response to a budgetary shortfall, including delays in state reimbursements, shall be considered days of unpaid leave for all affected faculty and staff and shall be limited to no more than one day per bi-weekly pay period or two days per month but not to exceed six days in a fiscal year. Unpaid administrative closures shall not be scheduled during time periods when classes are in session. Each campus may establish its own procedures to implement unpaid administrative closures.

BE IT FURTHER RESOLVED, That the President of Southern Illinois University be and is hereby authorized to take whatever necessary and reasonable action that may be required in the execution of this Resolution.