



Meeting Minutes
September 13, 2011
342 Food Science
1:00 p.m. – 2:00 p.m.

Members: Sara Ashcraft, Terri Cravener, Tara Homan, John Pecchia, and Kim Ripka.

Chairwoman, Kim Ripka called the meeting to order at 1:00 p.m.

The committee met and discussed various concerns that were raised regarding the layoffs that occurred earlier in the month of September. In particular, concerns were raised about the manner in which the layoffs were conducted. The following questions were raised:

- It appears that specific positions are being targeted. How are the layoff decisions being made?
- If the College knows in advance who will be next for layoff, why isn't our College Human Resources office working with other colleges/areas within the University who have job openings to get these employees into other positions rather than being laid off?
- Outside of fiscal constraints, what were the primary considerations for identifying positions to be cut? It appears some individuals being affected have many years at Penn State with outstanding performance records and have built an excellent reputation and knowledge base within their respective areas. Consequently, there are concerns with losing individuals who possess a great deal of knowledge and expertise that could have been beneficial to help strengthen the College through the difficult restructuring process in the months ahead.
- How proportionate are the cuts that are being made among the units? Are the cuts based on the number of retirements a unit had, the size of the unit, or other factors?
- Why is the College continuing to promote the ACTS program during this difficult time of staff layoffs? A 9% increase awarded through the ACTS program would be better utilized towards retaining existing staff members who are valuable to our mission and discontinuing the ACTS program.
- Will additional layoffs be necessary in order to cover the salaries of rehires to fill vacant positions due to the early retirements?

- As the College continues to reduce staff positions over the next several months, can departments hire wage payroll staff to assist with workload demands? How will workload demands be addressed by the College as staff size continues to shrink during the months ahead?
- How will future faculty hiring decisions be determined? Will the College consider hiring more non-tenure track faculty in the future or continue to hire tenure-track faculty?
- What will happen in spring 2012 if the University decides to provide salary increases? Will the College need to layoff more employees in order to cover the College's cost of the salary increases?

The Committee decided to forward the concerns to Dean McPheron so that he could possibly address some of the concerns in his upcoming webinar scheduled for Friday, September 16, 2011.

In addition, to better understand the layoff process and protocol, the Committee felt it would be beneficial to arrange a meeting with Ms. Susan Basso, associate vice president for Human Resources. A meeting has been scheduled with Ms. Susan Basso and Robert Maney, Senior Director for Human Resources on Thursday, October 6, 2011.

The meeting adjourned at 2:10 p.m.

Respectfully Submitted,

Kimberly Ripka
Chair, Staff Advisory Committee