

Support Staff Council Minutes
Thursday, March 12, 2009
Draft

MEMBERS PRESENT: Debbie Brothers, Tom Everett, Edy Fitch, Kelly Hall, Karen Harris, Nancy Hauger, John Keegan, Ellen Knoblett, Leslie Krockenberger, David Lofton, Tracy McDaniel, James McKittrick, Gary Neese, Theresa Ortega, Margaret Pearman, Rebecca Stinnett, Roxanne Torrence, Wilma Turetzky, Patsy Weltich, and Debbie Woolard

ABSENT EXCUSED: Anita Adams, Jennifer Brewer, and Lauraly Dubois

EX-OFFICIO: Wil Downs

GUESTS: Sal Rinella, STRATUS; Tonya Bolinger

Meeting called to order at 11:05 a.m.

Mr. Sal Rinella, from STRATUS, was introduced and began by explaining several priorities that they hope to accomplish including recruiting/retaining students, find ways to broaden revenue base, community engagement, experiential learning – classroom and the real world which is valuable, and recruiting and retaining top staff and faculty. He explained they had started their project in December with an all-campus forum with another forum in January. They are interviewing the Board of Trustees as well as individuals on campus. They will gather all the information and look at ideas. There will be a retreat March 26th and 27th to identify and develop task forces. Their target completion plan is to have the document ready and on the table by August, 2009.

He then asked for ideas from the council on what we would like to see more often from a staff perspective: He did say salary increases are off the table (HR will be working on this).

Rinella asked about the ISU child care center. It been mentioned that it is not large enough or convenient. Turetzky noted her grandchildren went there and she thought it was a convenient location. Hauger felt it was too expensive and hours aren't staff friendly. Hall stated they follow the Vigo County school calendar instead of the ISU calendar for holidays which is a problem. She also felt the two sites were more geared for students than faculty and staff.

Stinnett said the discrepancy in the health insurance cost tiers needs revised. When a staff member gets a promotion and moves up in the tiers, they are impacted greatly with increase in premiums which negates the promotion.

Hall mentioned that events on campus are free for students, but cost for employees and yet they expect our participation at these events, which are not affordable. Even if you are staff and a student, you still don't get in free.

Hall noted that if they are looking at recruiting and retention, they should start hiring internal instead of looking external. Rinella stated it is a legal responsibility to advertise publically. Hall feels there is a real problem promoting support staff to EAP internally even if they have the qualifications.

Krockenberger noted that if they are considering professional development, they should lift the limit of 15 credit hours per year that staff can take under the staff fee waiver policy. This might generate more revenue for the university.

McKittrick said some employees feel like they are not appreciated and there is a morale problem in the custodial areas.

McDaniel wants to increase the bookstore hours – this might change when the new Barnes and Noble store opens up.

FACULTY SENATE - Faculty Senate did not give a report due to Spring Break.

APPROVAL OF MINUTES:

The February 12, 2009 minutes were approved with changes.

TREASURER'S REPORT:

The February 12, 2009 treasurer's report was approved with changes.

EXECUTIVE COMMITTEE REPORT:

By Law amendments – The recent bylaw amendments need a second approval. Krockenberger noted that College of Nursing should be updated to reflect the new name, College of Nursing, Health and Human Services. McDaniel made the motion to approve with the name change; it was seconded by Pearman. Motion passed.

Sycamore Staff Award - Sycamore Staff Award nomination form is now posted on our website. Nominations will be accepted until April 3rd. To allow time to get the plaque and award for the annual meeting, Council will vote for a recipient at the April meeting. All nominees will be invited to attend the annual meeting as well as the nominators.

May Council meeting - The May council meeting will be moved to May 7th since the annual meeting will be held on May 14th.

Budget hearings - Budget hearings will be held on March 19th from 1:30pm - 3:30pm and March 20th from 8am - 4:00 pm. They are open to the public and will be held in the state room in Tirey.

HUMAN RESOURCE REPORT:

Downs didn't have any new items to report since the information has been shared at the recent rep sessions.

Turetzky asked if he knew what the new rec fees would be for the Recreation Center. Downs stated that his office doesn't know. Ortega noted that rates haven't been decided as of today. The students have voiced an opinion that they would like to use the Rec Center themselves for the first 2 – 4 weeks.

Community members that are now using the facilities will start being charged by the week only because it hasn't been decided yet if they will be allowed to use the new center.

Fitch asked if the new evaluation system would be going to merit increases and Downs stated they would not.

COMMITTEE REPORTS:

Election Committee: Karen Harris, Chair

Harris reported that everything is online and ready to go for the upcoming elections. Ortega commended Dubois for doing such a great job getting the election online.

Employee Relations Committee: Kelly Hall, Chair

Hall reported that there was a good turnout at the rep sessions in Districts 1 and 5. Hall noted that some districts did not have good turnouts including the open sessions and felt the bottom line was if they wanted training they attended. She thanked everyone who helped put the training together and the students in the computer complex that also helped. Weltich suggested more people would attend the training sessions if they were held in Facilities Management. Downs noted that HR has already scheduled training for the facilities areas for the performance reviews. They plan to have training sessions for several months.

Hall mentioned that they had candy left over from the rep session and wanted to donate it to the Spring/Easter party.

Public Relations Committee: Jennifer Brewer, Chair

Torrence gave the report as Brewer was absent. The PR Committee will be doing a fundraiser with the help of President Bradley. You will have the chance to vote for a job on campus that he will work for a day. The top two jobs will be chosen with him working a half day at each. The committee is also selling pink Longaberger Travel Mugs and they are shown on our website. All proceeds from both will be donated to the American Cancer Society Relay for Life. The Relay for Life event will be held indoors this year on April 3 and 4 at Rose Hulman.

The Spring/Easter party will be held on April 8th. All faculty and staff are invited to attend with their children. An Easter egg hunt will be held as well as a craft and refreshments.

Salary and Employee Benefits Committee: Wilma Turetzky, Chair

Turetzky reported that the retirement proposal was discussed thoroughly. It was suggested that since President Bradley is organizing a benefits committee to look at this we might want to table the proposal for now.

Turetzky commented that there is an employee with 27 years of service who will not have medical insurance upon retirement because of unforeseen issues with her husband. He had to retire early because of health and she was on his plan. She couldn't enroll in ISU's coverage at first because there was no open enrollment period. Turetzky noted that this is a big concern and hopefully it will be looked again.

Scholarship Committee – Tonya Bolinger, Chair

Bolinger reported that the meeting be meeting in the next two weeks to start getting ready to select this year's scholarship recipients.

CLOSED DISCUSSION:

Next meeting April 9, 2009 in HMSU 321.

Meeting adjourned at 12:40 p.m.